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Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

OCTOBER, 1939 — No. 10 Vol. XIX

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NOTES AND COMMENTS

The Task To-day

IN face of the tremendous tasks which war has thrust upon local government staffs everywhere, N.A.L.G.O. must, for the time being, take a back seat. Men who are devoting seventy hours and more a week to civil defence, who are sleeping in their offices, and who are daily accumulating heavier arrears of "normal" work, cannot be expected to find much time to devote to Association matters. It is to be hoped, however, that this pressure will soon relax sufficiently for branches and district committees to revert to full activity. For, as the President points out in his message on another page, N.A.L.G.O. is faced with greater tasks to-day than ever before in its history. To cope with them we shall need every ounce of energy and enthusiasm we can summon.

War-time Pay Problem

THE first of those tasks is to secure uniform and fair adoption of the provisions of the Local Government Staffs (War Service) Act, empowering local authorities to make up to civil level the pay of members of their staffs on war service. Already, as the preliminary list we publish this month shows, an encouraging number, small as well as great, have responded to the appeal of the Minister of Health that they should interpret it in a fair and reasonable spirit. But, as is inevitable with a permissive measure, councils being what they are, others have shown less humanity, and the decisions now being reported show an astonishing variation of practice.

South Shields, for example, is making up the pay of married men and single men with dependants to £3 a week only. Warwickshire and Ripon have adopted sliding scales of allowances, greater for married and low-salaried men than for single men and those in the higher grades. Crayford is restricting the making-up of pay to those with more than two years' service. And so on.

Inglorious Example

WORST of all, a number of authorities, including Bolton, Bury, Sale, Ebbw Vale, Skegness, and Wadebridge, have refused to make any payment at all to their officers engaging in war service. This shabby decision is the more astonishing in Bolton, which has recently built a costly civic centre to house its municipal activities—an achievement upon which we congratulated it only two months ago—and in which the local branch of N.A.L.G.O. has done much, by its work in last year's centenary celebrations, and by its go-ahead public relations policy, to bring the benefits of local government to public recognition. N.A.L.G.O. is already doing all it can to secure reversal of these decisions and to ensure that, everywhere, the Act, which the Minister of Health has described as "a gentleman's agreement," shall be given a gentlemanly interpretation.

Shadow of the Axe

A FURTHER menace to the officer is foreshadowed in the suggestion, made by a Sunday paper recently, that in his supplementary war budget the Chancellor of the Exchequer will propose a cut of 15 per cent. in the salaries of civil service and local government employees. Although this is no more than a hint, it is a dangerous one at a time when the cost of living is already rising ominously. Those who recall the fight against the "economy cuts" of 1931 will realise the need for vigorous action by N.A.L.G.O. if the movement

is to be checked. Happily, there are signs also of a more reasonable attitude in some authorities. Worcester City Council Electricity Committee, for example, recently urged the need for better salaries to attract the right type of officer. "It is disappointing to find," the report stated, "that education authorities hesitate to recommend their best boys because, in their opinion, the prospects are not good. The present maximum of £150 a year is only slightly more than the wages paid to a labourer, which amount to £145 12s."

Outside the Act

YET another problem is presented by the statement of the Minister of Health that the Tyne Improvement Commission and other quasi-statutory bodies were outside the scope of the Act. Mr. Elliot undertook to examine the position of each of these bodies and, if injustices arose, to do his best to see that they were remedied. This is a vague promise; we must see that it is made more explicit and that injustices are indeed remedied. There is still much confusion, too, over the reinstatement of officers after their war service, and the recognition of their claim to any increments they would have obtained had they stayed at home. Here again, constant vigilance and pressure will be needed to secure uniformity of practice.

"DON'T SHOOT THE PIANIST"

Evacuation to Croyde, the transfer of 66.6 per cent of the Journal staff to war service, and other difficulties, have made the preparation of this month's "Local Government Service" far from easy. Readers who find ground for criticism in content, appearance, or distribution, are asked to be tolerant. We shall do our best, in future numbers, to maintain the journal at fullest level of efficiency and service to members.

It would be tragic were any falling off in membership or income to weaken the Association now, when it has the strength to tackle successfully these and other problems war will bring. For we *can* succeed, given the support of every member. Whether we do or not depends on *you.*

The Reserved List

THE Association's membership should not, in fact, be seriously affected so long as the present schedule of reserved occupations remains in force. The whole of the executive and clerical grades of local authorities' staffs are reserved over the age of 25. Doctors, dentists, and pharmacists are reserved at all ages, members of fire brigades at 18, analytical and research chemists and draughtsmen at 21. Nursing staffs and hospital atttendants, porters, and orderlies are reserved at 30, and probation officers at 35.

These reservations should leave the bulk of N.A.L.G.O.'s membership, apart from those who have already enlisted, in their normal occupation—which, of course, is national service no less essential than that of the armed forces.

No White Feathers

ONE benefit of the reserved list should be the absence in this war of that monstrosity of the first years of the last, the patriotic female who marched through the streets distributing white feathers to every man out of uniform. Mention of her recalls the story of the Oxford don approached by one of these Amazons and asked, in her most aggressive tone: "Why are you not at the front, fighting to defend civilization?" "Because madam," he retorted blandly, "I represent that civilization the soldiers are fighting to defend." That is a reply the local government officer may well fit to himself. For, apart from his specific war task of civil defence—no less vital and, probably, no less dangerous, than that of the man in the trenches—he does represent to a large degree that ordered civilization of social progress and liberty the nation is now defending against dictatorial tyranny.

Keeping a Civilization to Save

THAT is a fact we must not forget in the coming weeks and months. While turning our primary energies to the successful prosecution of the war, and the protection of our members from exploitation and injustice, we must not forget the cultural aspects of N.A.L.G.O.'s work. Education will inevitably suffer; it is the job of area education committees and students to see that the slackening of effort is kept to the minimum. Public Relations should, if anything, be strengthened rather than weakened. For war is bringing the public and the local government officer into a closer contact than ever before. The man in the street is learning to look upon the officer as protector, guide, and counsellor; he is turning to his town hall as the centre from which he may obtain aid and advice in all the troubles which beset him. Here is a grand opportunity for officers to establish the Service firmly in popular recognition and esteem. Let us not allow it to slip.

A Square Deal for Nurses

IT is encouraging to note that the Minister of Health is not allowing the reports of the Inter-Departmental Committee on Nursing Services—which, as we pointed out in March, follow closely the recommendations of N.A.L.G.O.'s Nurses' Charter—to moulder in a Whitehall pigeon hole. In a recent circular to local authorities, he urges immediate action to bring about some of the major reforms advocated. Those specially stressed include more and better nurses' hostels, extension of living-out, reduction of domestic duties, relaxation of restrictions and discipline, better planning of off-duty times, adequate leave, more attractive diet, and, in general, "all possible steps to guard against any factors which may lead to discontent or ill-health among the nursing staff."

So far so good. A further circular covering other recommendations of the Inter-Departmental Committee is promised "in due course." It is to be hoped that it will come soon, and that it will deal with the still more important questions of shorter hours, better salaries, superannuation, and Whitley negotiating machinery, some of which "are at present under urgent consideration by the departments concerned."

N.A.L.G.O.'S TASK IN WAR

A MESSAGE FROM THE PRESIDENT TO EVERY MEMBER

THE war, a conflict which may be longer, more terrible, and more devastating in its effects upon our national life than was the last, cannot leave N.A.L.G.O. unscathed. In the widespread dislocation of normal activity, every aspect of the Associations's work will inevitably suffer. Already, large numbers of our members have been called to some form of national service. Many more will be required to leave in the coming weeks and months. All over the country, branches and district committees are appointing new and often untried members, many of them women, to high positions on their Executives. Headquarters' Staff, with its irreplaceable records, has had to evacuate London for Croyde Bay. And these drastic changes are no more than the beginning of the vast upheaval which confronts us.

In the past months, I have heard some members saying that a war must mean the end of N.A.L.G.O. I do not share that pessimistic view. The Association to-day has grown too great and powerful, its ramifications and interests have become too far-reaching, and the unselfish devotion of countless individuals has welded its 120,000 members into an organisation too strong for even war to shatter. Indeed, given a continuance of that devotion and enthusiasm which N.A.L.G.O. has inspired in growing measure from its members, the problems which war will bring should strengthen rather than weaken us, as they will strengthen the influence of local government in our national life.

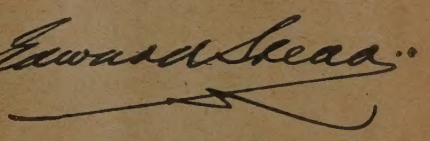
Those problems will be many and difficult, and their solution will call for the highest qualities of judgment, negotiating skill, and energy that we can summon to our counsels. We must protect the interests and safeguard the positions of our members serving with the armed forces and in the no less vital branch of civil defence. We must see that those remaining behind to administer the normal and abnormal services of local government are treated reasonably and fairly. We must maintain close watch on all legislation to ensure that officers are not prejudiced thereby. We must keep alive all those economic, protective, cultural, and social activities, with their resultant benefits, which have given N.A.L.G.O. so great an influence in the nation and so strong a hold on the imagination and affections of its members. We must maintain, by every means available to us, that policy of public relations which has already begun to win for local government a firmer place in public recognition and esteem. Above all, we must plan for the future, lay now the foundations upon which to build afresh and more securely than before when the period of stress is ended.

These are big tasks, but they can be accomplished if every member will play his part. I therefore appeal to each one of you, men and women, to stand steadfast behind N.A.L.G.O., to support the Association and all its activities more enthusiastically even than you have done in the past.

Those of you serving in the Forces, keep alive the spirit of public service and devotion to the common good which the Association has always striven to develop.

Those of you remaining at home, work harder than ever to maintain the Association's machinery at full pitch of efficiency. Pay your subscriptions regularly—for we shall have need, in your interests, of all the money we can collect. Keep in touch with your colleagues in the Forces, so that they may know that N.A.L.G.O. is still working on their behalf.

If all of us, whatever the stresses and anxieties that lie ahead, will retain our devotion to the Association, work as far as we are able to support it, and maintain its organisation intact, we shall be able to meet the problems of war as they come and when peace returns, to build a new and greater N.A.L.G.O., equipped to tackle the fresh tasks it will bring.



TRANSFORMATION SCENE AT CROYDE

THE thousands of N.A.L.G.O. members who have spent happy holidays at Croyde Bay would scarcely recognise the holiday centre now after its transformation into Headquarters offices.

Most of the staff, with essential documents and material, left London in four coaches in the early afternoon of September 1, and, after an adventurous journey through darkened Devon hamlets, reached Croyde in the early hours of the next morning. The following days were devoted to the far-from-holiday tasks of blacking out the centre and setting up office equipment —daily augmented by a stream of vans from London—while coping with current work involving the despatch of 1,000 letters a day.

To-day, behind dark blankets and yards of black paper at every window, the work is going on at full pressure. Accounting machinery clatters in half of the dining-room, the finance department and Provident Society fill the former recreation room, what was once the sun lounge is the headquarters of Logomia and the Approved Society, and the ballroom is a temporary furniture store. The Building Society is established in the billiard-room, where one of the tables has been converted into a gargantuan desk, the Benevolent and Orphan Fund is administered from a far from restful Rest Room. All over the Centre, chalets are in use as offices for heads of departments, or to house typewriters, dictating and addressing machines, and duplicators. At night, the buildings are enveloped in stygian gloom, broken only by the gleam of an occasional cigarette. Only at the week-end does any faint suggestion return of the former carefree atmosphere.

ASSOCIATION READY FOR WAR PROBLEMS

IN his message, the President has appealed to every member to "carry on" with the work of N.A.L.G.O., to maintain the Association intact, to prepare it to face the big problems which lie ahead, and to ensure, whatever the difficulties which may confront us, that we shall fulfil our essential task of protecting the economic, environmental, educational, social, and cultural interests of our members wherever they may be.

The immediate need is to ensure the smooth operation of the Association's machinery in the stress of war. The National Executive Council has set an example by delegating its powers to an emergency committee able to meet regularly in London. Headquarters staff has been transferred to Croyde, where it can work smoothly and efficiently. The General Secretary is remaining in London to maintain close contact with Government departments. Divisional officers will keep in intimate touch with the branches in their areas.

Branches and district committees should consider following this precept and, until the position is clearer, delegate fuller powers to their general purposes or executive committees.

The success of the Association will always—and to a greater extent in peace than in war—depend upon the maintenance of membership and subscriptions, and on the zeal and efficiency of Headquarters, district committees, and branches, in upholding the interests of their members, individually and collectively.

Family Group, 1939.

Membership can best be maintained by keeping all members fully informed of what the Association is doing. Publication of LOCAL GOVERNMENT SERVICE will be continued in as full a form and for as long as possible, and we should like strongly to urge all branches publishing their own magazines to keep them in being, even if it is necessary drastically to curtail the contents and to reduce their quality. It is particularly important to keep in touch with members serving in the Forces, by sending them regularly copies of the official journal and of branch magazines, and, if possible, by a system of letters telling them of the activities of their colleagues at home.

Maintenance of the Association's income—more essential now than ever if it is to fulfil its task successfully—presents a more difficult problem. Although the most rigid economy in administration has already been enforced, it is clear that we shall need every penny we can obtain if we are to do all we must to safeguard the interests of members.

How far members serving with the armed forces or in civil defence should be required to pay Association subscriptions is now being considered by the emergency committee of the Council. The problem is complicated by the fact that some members will be having the difference between civil and war service pay met in full, others will be obtaining part only, while others will have nothing but their service pay. Branches and members will be informed of the decision of the emergency committee as soon as possible.

Payments to the ancillaries will be governed by orders in Council, which had not been issued at the time of going to press. Here again, branches will be informed of the position as soon as it is known.

If the Association's membership, income, and smooth operation can be assured, we shall be ready to deal effectively with the big problems war has brought.

The first of these is to secure general adoption by local authorities of the powers to make up pay contained in the Local Government Staffs (War Service) Act. This measure is permissive only, and already a number of authorities have resolved not to apply it. The full force of the Association's influence is being directed to secure reversal of these decisions, and to ensure a uniform practice of fair treatment.

At the same time, the Association is actively working to strengthen the machinery of Whitleyism. War problems will provide an opportunity to make Whitley machinery so effective that, when peace returns, its value will be recognised everywhere.

More problems are bound to arise for those officers remaining at their civil posts and who, so long as the restrictions of the Schedule of Reserved Occupations remain in force, are likely to form a large proportion of N.A.L.G.O.'s membership. The national salaries campaign may suffer a temporary setback, but if policy is kept intact, and efforts to obtain better salaries in the "black spots" are continued, we should be able, when the war is over, to resume our campaign for better basic rates with greater effect than hitherto.

While all had hoped that the cost of living bonus had gone for good, there are already signs that war may shatter that expectation, and that we may soon be

pursuing rising prices. With the co-operation of members, N.A.L.G.O. will do everything possible to obtain reasonable salary adjustments to meet whatever the future may bring.

These are among the major war-time tasks for what we describe as the "bread and butter" side of the Association's work. We must not allow their magnitude, and the difficulties of the times, to permit of any slackening in the economic and cultural aspects of our policy, or in the effort to win for local government a wider public recognition.

The work of the Legal Department is continuing unabated, and is bound to increase as war time legislation brings fresh problems. It will be maintained at full efficiency.

The Insurance Section is continuing normal activity, so far as changed conditions will allow.

The Approved Society and the Provident Society are maintaining their many benefits to members, again subject to the restrictions which may be imposed by emergency legislation. The Provident Society is continuing with its arrangements for the introduction of a scheme of funeral benefit for children on January 1, 1940. At least a thousand proposals are needed by that date and, to avoid congestion at the end of the year, correspondents are urged to forward completed forms (N.P.S. Form 5) whenever they write to Headquarters, and at least once weekly.

The Building Society has been compelled, for the time being, to refuse applications for advances and to insist on strict observance of the rule requiring one month's notice for withdrawals. Further development of policy will be decided in the light of circumstances.

Education work is bound to suffer from the pressure of more urgent calls, combined with shortage of funds. Nevertheless, it is hoped that, wherever possible, area education committees will be kept in being, so that the vast amount of good work already put in by them shall not be lost, and they shall be ready to start afresh as soon as more normal conditions return. It is proposed to hold the December examinations as planned. Whether others will be held later will depend upon the number of students wishing to sit for them. Those desiring to continue courses with the N.A.L.G.O. Correspondence Institute will receive coaching, and every effort will be made to maintain the smooth working of the courses.

For public relations, the war offers an exceptional opportunity. It is likely to extend still further the influence of local government on the daily life of the public, and, through civil defence work, to bring the community into greater contact than ever before with the local authorities. If public relations correspondents, branch officials, and members everywhere will make the most of this opportunity we shall, at the end of the war, find ourselves in a much stronger position than we are today. How best to achieve our object in the changed circumstances will demand careful thought and hard work, but whatever of both members can give to the problem will be amply repaid in enhanced popular recognition. What members have done already for their country in civil defence services is a magnificent story and should be told to the public.

The above is, of course, a preliminary statement only of the position of N.A.L.G.O. in war. Changing circumstances are bound to open up new possibilities of service by the Association to its members, and by members to the Association. If every one of us will seize every opportunity as it arises, and maintain our energy and our enthusiasm, we can be sure that, in the words of the President: "we shall be able to meet the problems of war as they come and, when peace returns, to build a new and greater N.A.L.G.O., equipped to tackle the fresh tasks it will bring."

"What a pity you quarrelled with the Petroleum Officer, Mr. Hogwart."

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MUCH COWSLIP MOBILISED

Readers who have been following the activities of that model municipality, Much Cowslip, must have wondered how it has reacted to the stress of war. We are privileged this month to tell the full and stirring story, in an exclusive despatch, smuggled out by Percy, the hamlet's swiftest carrier pigeon, from the pen of our extra-special correspondent, JACKASS.

UNLIKE the days when international strife was the business of professional soldiers and afforded the civil population a welcome excuse for gallantry by proxy, modern warfare lays its mailed hand on all, especially in local government. Meek, bespectacled sanitary inspectors are transformed overnight into tin-hatted warriors and depart in a khaki aura of heroism to supervise drainage schemes at training camps. Engineers and surveyors, wearing incredibly dirty flannels and permanent cigarettes, dive in and out of other people's cellars with the sound and motion of demented bees. Assorted officers peep into their normal offices, say "A.R.P.", and disappear for weeks at a time. Those fortunates not so directly affected do their own and absent colleagues' work all day, walk about as wardens all night, and smile faintly when friends congratulate them on being in a sheltered occupation. To be in a sheltered occupation is one thing; to work seventy hours a week and wonder whether one dare claim tea money is another.

The Englishman is a queer fellow. Threaten his individual freedom and he will cheerfully give it away to defend it, accepting conscription, compulsory billeting, rationing, and control of every kind as necessary to preserve his personal liberty. Disruption of his normal life—even the cancellation of football pools—he bears without complaint as part of his contribution to the national effort. For instance, I dare say our own headquarters staff are enduring with tight-lipped fortitude the hardships of temporary exile. [*They are.—Ed.*]

A.R.P.—The Mayor calls a spade a spade.

Though we would never admit it, the outbreak of war found Much Cowslip sadly unprepared, due to our established policy of masterly inaction. Hearing from a stray commercial traveller of the precautions taken by other authorities, I thought it best to remind our clerk of the many Home Office A.R.P. circulars we had received and ignored, in compliance with his instruction to file all Government circulars unread because if any action were necessary an inspector would come along later and say so. Unable to deny the instructions, he said in his best blood-pressure manner that he expected me to use intelligent discretion, whereupon I pointed out that every circular was marked "File" in his own blue pencil, and he told me not to be impudent.

Summoning the rest of the staff, he ordered that Much Cowslip must, in the shortest possible time, be made impregnable to air attack. At that very moment hostile aircraft might be winging their way across the North Sea to devastate the pleasant—er, fairly pleasant—hamlet of Much Cowslip. He relied on us to put our shoulders to the wheel to ensure that in our area at least the proud flag of local government continued to function like a well-oiled machine. So moved by his own eloquence that he drained the red ink in a silent toast irresistibly reminiscent of "Cavalcade," he told me to summarise the circulars and be quick about it.

I disregarded those which were contradictory, those which countermanded previous ones I could find, those I could not understand, and those I understood well enough to ignore. Of the original four thousand and seven, only four remained. One of these, concerning the gas-proofing of bird cages, I decided could conveniently be deferred. Summarising the short list of three, I presented the result to the clerk, who read it, altered it, re-wrote it, had it typed and re-typed, and then tore it up.

After this we acted with a speed which, as Mr. Tingle Mutt, our local Member, afterwards remarked, showed that an efficient democracy could always outpace the totalitarian States, and that nothing accomplished by those States could not be very much better done by a free self-governing Much Cowslip. Actually, progress was accelerated by the dictatorial powers conferred on the clerk, but, as Mr. Tingle Mutt emphasisd, those powers had been *democratically* conferred.

Within half an hour, evacuation of school children had begun. The relevant circular advised that one teacher should accompany every ten children, which compelled us to augment by eight our existing staff of one. The party then marched in orderly fashion to Much Cowslip halt to entrain. Unfortunately, no train of any kind was due for two days, so we had to resort to evacuation by road. It did one's heart good to see how resolutely that gallant little band set out on the long trek to Buttercup Magna, our designated

Très Chic, Madame

reception area, with the crisp "Hep-hoit-hep" of Headmistress Scraggs echoing down the line. The vicar, busily engaged in sandbagging the more noteworthy tombstones, commented that it reminded him of Whitsun processions thirty years ago.

We were surprised to find from another circular that we were the receptionists for the children of Buttercup Magna, to which our own child population had just been despatched. However, five minutes' brisk negotiation ensured that, for a nominal payment of fifty pounds per day, adequate accommodation would be available in Councillor McIsaacs' partially constructed super-cinema, to which stocks of fruit and buns—surplus from the Jubilee and Coronation celebrations—were rushed in requisitioned handcarts.

Meanwhile, Dr. Bothways, our medical officer, converted the new maternity and child welfare clinic into a decontamination centre, observing regretfully that work of national importance must have precedence. With an eye to the main chance, he also erected a large sign, "Please Bomb Here," on the roof of the cottage scheduled for demolition under our slum clearance scheme. The remaining buildings, except those whose tenants were in arrear with their rates, were hurriedly protected by sandbags supplied at great personal inconvenience and profit by Councillor Gumble.

Not having any gas-masks to distribute, we devised substitutes, consisting of strips of red flannel with tapes attached, for immersion in water and fastening across the nose and mouth. Despite the restraining qualities of red flannel, I doubted whether it was gas-proof, but the clerk reminded me that our primary duty was to prevent panic. If we could not prevent people dying, we must ensure that they died with a minimum of fuss.

Almost beyond praise were the efforts of our typist, Miss Legge, who not only stitched her fingers to the bone assembling face-cloths, but sacrificed the contents of her bottom drawer to furnish the materials. Equally heroic were the labours of the engineer-surveyor and his men, who toiled feverishly digging trenches and repairing the sewers or water-mains fractured in the process. Our final precaution was a masterpiece of my own invention, the Jackass Air Raid Deflector (patent applied for), comprising an illuminated sign painted on our main (and only) street. A large arrow gave direction, and mammoth letters advised aircraft: "TEN MILES TO BUTTERCUP MAGNA, A MUCH BIGGER PLACE."

When, after a four-pint snack at the Lamb and Lion, we toured our defences, the clerk and I respectively thought them a herculean undertaking successfully accomplished and a big job well done. As a gesture to the world, we released Percy, our fastest carrier pigeon, with a message to the Home Office: "Much Cowslip stands prepared. Please advise time of arrival of raiders."

So far we have had no reply, nor has a raid occurred, so we are occupying ourselves in the construction of a Cowslip line behind which the newly recruited Cowslip Volunteer Home Guard could successfully withstand a siege. The canal linking our village to Buttercup Magna has been so effectively mined that four coal barges and an unoccupied punt have already sunk without trace. Protests have been received from the local Navigation Company, but have been disregarded. Much Cowslip has taken its stand against aggression. We are resolved to resist to the bitter end—though naturally we hope the end will not be bitter.

As Mrs. Councillor Gauche so aptly remarked: "Come the three other quarters of the world in arms and we shall shock them. Naught shall make us rue if Cowslip to itself do stand but true."

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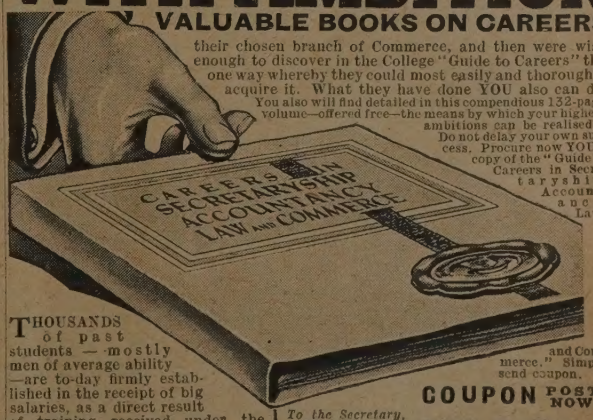

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N.A.L.G.O.'S FIGHT FOR OFFICERS' WAR PAY

DESPITE the short time allowed for consideration of the Local Government Staffs (War Service) Bill in the House of Commons on September 4 and 5—the measure was passed through all its stages in 69 minutes — prompt and decisive action by N.A.L.G.O. secured an important statement of Government policy and clarification of certain doubtful points from the Minister of Health. Readers should be interested in the following summary of the debate, showing how their interests were watched.

The Act safeguards the superannuation rights of employees of local authorities and of certain other public bodies, and empowers the authorities to make up pay of their employees who undertake service in the armed or civil defence services to the level of the remuneration they would have received had they remained in the authorities' employ. It does not, however, compel the authorities to do this. Under Section 11, militiamen are specifically mentioned, thus abolishing the discrimination hitherto exercised against them.

Mr. Dingle Foot (Lib., Dundee) who put the case for N.A.L.G.O., protested at the absence of compulsion. Already, he pointed out, different local authority associations had taken different views. The County Councils Association, for example, had recommended its members to make up the pay of employees volunteering for service before hostilities, but to refuse this concession to those volunteering or conscripted later, despite the fact that many officers had been discouraged by the local authorities from joining the Territorial Army. In view of these anomalies, he urged the Minister to use his influence to persuade the local authorities to adopt the powers given by the Act.

Mr. Foot also questioned certain clauses which appeared to make it doubtful whether or not authorities were required to pay the superannuation contributions of all their employees on war service.

Mr. J. A. L. Duncan (Con., N. Kensington) also urged a lead by the Government to the local authorities, to prevent undesirable variations of practice between different classes of officers and different areas. Was it intended, he asked, to allow for the increments a man would have received had he remained in his civil post, or for any promotion he obtained in the Army?

The Rev. R. W. Sorensen (Soc., W. Leyton) raised the financial problem, asking, on behalf of overburdened authorities, that, beyond a certain period, the cost should be borne by the Exchequer.

Mr. Elliot, Minister of Health, rejected this suggestion. A proportion of the cost would fall on the local authorities, and it was because the Government did not want to overload them that the Bill had been made permissive, not compulsory. Treatment of increments was also permissive; it was open to the authorities to review the position from time to time, according to the increase or decrease of salary its employees received. He was sure that the employees would play fair by the authorities and would inform them of any increase in their total remuneration.

Responding to Mr. Dingle Foot's plea for a lead to local authorities, Mr. Elliot said:

> **"We have got this Bill on the strict understanding with local authorities that it should be permissive and not compulsory, and I hope they will interpret it in a fair and a reasonable spirit. I can say that we shall interpret it in a fair and reasonable spirit, and I think that precept will be better than injunction. This is very much a sort of gentleman's Bill and a gentlemen's agreement, and I hope very much that it will be interpreted in that fair and reasonable spirit."**

In the committee stage, taken on September 5, Mr. G. Mander (Lib., Wolverhampton) asked for a clear statement of Government policy, as a guide not only to local authorities, but to private employers. He was sure that the Government, as a model employer, would like to give the best lead possible.

Mr. Dingle Foot asked for a promise that consideration should be given to the advisability of making the provisions compulsory, should it later be found that a few local authorities were declining to adopt them, while the majority were doing so. He cited the example of one big authority in the north of England which had resolved to take no steps to make up the salaries of its employees who are serving.

Mr. G. Griffiths (Soc., Hemsworth) strongly opposed this suggestion, on the ground that private employers would be unable to make up pay.

Mr. Elliot, agreeing with Mr. Griffiths, refused to give any undertaking that a compulsory Bill would be introduced later. At the same time, he said, the Bill was not like the laws of the Medes and Persians, incapable of alteration. It was an emergency measure and would naturally be subject to reconsideration in view of the development of the situation. But to make the provisions compulsory might create more injustices than it would remedy.

The fact that the Bill was permissive made it possible for local authorities to meet some cases where there was injustice while refraining from applying it where it might produce considerable injustice. If authorities did not operate it they must be left to the judgment of the electors.

Replying to Mr. Mander, Mr. Elliot declared:

> **"It is certainly not our intention in the Government to leave this measure a dead letter. It is our intention to operate it and to deal with cases in a fair and reasonable manner as far as the employees of the Government are concerned, leaving it to others to treat their employees as they wish. It is a provision of which we, as a great employer of labour, intend to avail ourselves, and of course, I hope that other employers will agree to do that."**

Replying to other points raised in the debate, Mr. Elliot explained that every body included in the wide definition of local authorities was covered by the Bill. That included mental hospital committees and the Metropolitan Water Board, but not the Tyne Improvement Commission.

Answering further points put by Mr. Dingle Foot, the Minister made it clear that the measure would compel local authorities to pay the superannuation contributions of their employees engaged on war service whose civil pay was not made up, and that the superannuation rights of officers would not be prejudiced in any way.

MAINTAINING N.A.L.G.O.'S WORK IN WAR

FIRST MEETING OF N.E.C. EMERGENCY COMMITTEE

PLANS for the effective continuation of N.A.L.G.O.'s work during the war were approved at a meeting of the Emergency Committee of the National Executive Council at 24, Abingdon Street, on September 9. Those present were Mr. A. A. Garrard (Chairman of the Council and of the Committee), Mr. J. T. Baker, Mr. F. E. Fox, and Mr. E. A. S. Young, all of the Metropolitan District, and the General Secretary.

War Service Pay

The General Secretary reported on the action taken to defend the interests of members affected by the Local Government Staffs (War Service) Act, 1939. After a conference with Association officers, Mr. Dingle Foot, M.P., had made effective speeches on the second reading, and in committee. He had moved that the making up of civil pay be made compulsory, and had drawn attention to several important issues, including the attitudes of the County Councils' Association and of Bolton Corporation, which had so far refused to make up the war service pay of its staffs. A comprehensive circular on the subject had been sent to all branches.

Using Whitley Machinery

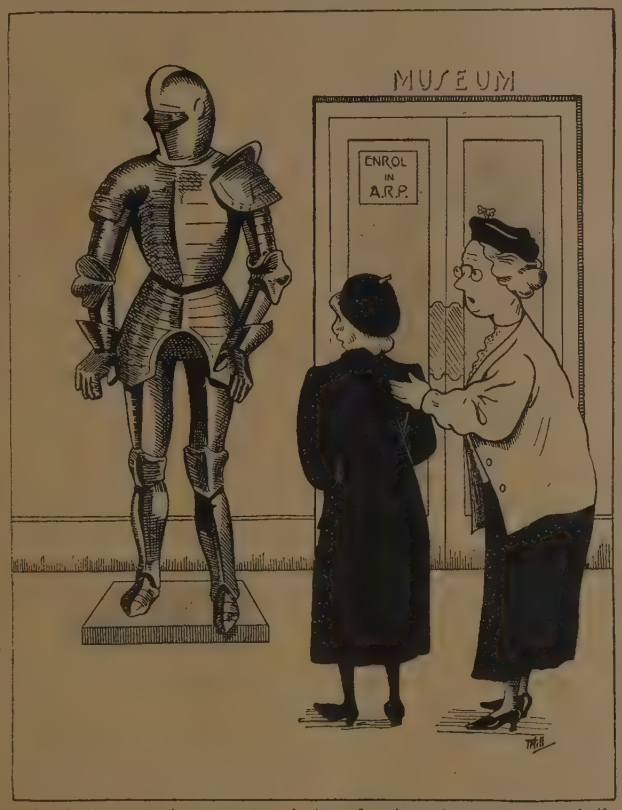
The General Secretary also reported that a circular had been received from the Employers' Secretary of the National Joint Council, stating that the Council had consulted the Ministry of Labour on the machinery to deal with salaries and service conditions during the war. The Ministry of Labour agreed that local authorities should be urged to deal with these problems collectively through the existing Whitley machinery. Provincial Councils are being asked to consider the procedure to be adopted.

Need for Co-ordination

The General Secretary further reported on an interview with Mr. F. W. Leggett, Principal Assistant Secretary, Ministry of Labour. Mr. Leggett confirmed the desire of the Ministry that the utmost co-ordination should be secured between his department, the national and provincial councils, and the local authorities, and agreed that N.A.L.G.O., through the staff sides of the Whitley Councils, could usefully initiate steps towards this. It was, therefore, proposed to draft a memorandum for submission, through the provincial councils, to all local authorities.

Headquarters' Evacuation

It was also reported that, the Admiralty having stated that it did not need Croyde Bay Holiday Centre for war purposes, the whole of Headquarters Staff had been evacuated there. The work of the Association was now proceeding smoothly at the new Headquarters. The General Secretary, Mr. T. M. Kershaw, Metropolitan and Eastern Divisional Secretary, with his staff, and two male members of Headquarters staff who were liable to be called up immediately, were remaining at Abingdon Street. The staff at Croyde Bay had been informed that they would be charged maintenance costs.



"Look, dear, that's protective clothing for them damination squads."

Staff on War Service

It was resolved that any member of the staff given leave of absence to undertake war service should have his war service pay made up to the remuneration he would have received had he remained on the staff, and that superannuation rights should be safeguarded under terms and conditions similar to those laid down in the Local Government Staffs (War Service) Act, 1939.

Refugees at Cayton and Rhos

It was reported that the Association's Holiday Centre at Cayton Bay and private hotel at Rhos-on-Sea were accommodating evacuated children, expectant mothers, and other refugees. The Convalescent Home at Matlock was still free of refugees, and might be used to house the Birmingham Divisional Office if that had to be evacuated.

N.A.L.G.O. Education Work

The committee decided to continue as much as possible of the Association's educational work. The December 1939 examinations will be held, and the question of holding further examinations will be reviewed when it is seen how many students sit then. The educational loans scheme will be continued for the time being. Students unable to continue courses in the Nalgo Correspondence Institute will have a proportion of their fees refunded. Summer schools, the scholarship scheme, and grants to area education committees and universities will be discontinued.

War-time Administration

The committee agreed that meetings of the National Executive Council and its committees should be suspended for the time being, but that branches and district committees should be urged to meet as regularly as possible, especially for the early consideration of the Local Government Staffs (War Service) Act. Divisional secretaries are to be asked to keep in close touch with branches, to ensure the maintenance of membership and subscriptions and the continuation of the Association's activities. No action is to be taken for the time being in the appointment of additional divisional officers—advertised in the September number of LOCAL GOVERNMENT SERVICE—but the positions will be re-advertised as soon as circumstances permit.

Benevolent and Orphan Fund

Meetings of Benevolent and Orphan Fund district sub-committees are to be held when and where necessary, at the discretion of the chairman of each sub-committee. The emergency committee of the Council will deal with the affairs of the fund nationally.

The President, Mr. E. J. Stead, Mr. C. J. Newman, and Mr. R. T. Shears were appointed a "House" sub-committee to control administration at Croyde and to act as the accounts sub-committee of the Council for the time being.

The members of the management committees of the Building Society and the other ancillaries are to be asked to agree to delegate powers to their executive committees for the time being. The management committee of the Provident Society is being asked to agree to Mr. A. C. Eaton, Mr. T. Nolan, and Mr. L. H. Taylor—who could conveniently meet at Manchester—acting as a temporary executive.

The election to fill the vacancy on the Council caused by the transfer of Mr. J. H. Warren from Earlestown to Slough has been postponed.

Calling All Women

CAREERS FOR WOMEN—BOON OR BANE?

Is the woman with a job a boon or a bane in our social structure? Miss A. D. BAXTER argues her case in an article which loses none of its force by the fact that, since it was written, war has given women a host of new, if temporary, opportunities for useful communal service.

MUCH has been written and spoken lately about women—their apathy, their capabilities, their careers or lack of them. I am interested and should like, if I may, to add my comments and suggestions.

I endorse most heartily the sentiment of the National Council of Women—"Happy is she who has found her work"—even though that work be outside the home and family; but I wish, if I can, to advance the case for careers for women not solely on the plea of their happiness but on broader issues. I shall try to avoid sentiment and pettiness.

First of all, I must consider the serious allegation that the growth of the numbers of women in professions and industry is a factor influencing depopulation. In this, as in many other problems, I find it difficult to distinguish cause from effect. A recent committee of inquiry brought to light the fact that before 1914, an increasing number of men were remaining unmarried. During and after the last war women entered the professions and industry in growing numbers. But in the war years there was a sudden rise in the marriage rate, and this increase has since been maintained. It would seem, then, that the marriage rate has not been prejudiced by the work of women.

This, however, does not quite dispose of the question. Is it true that the cheap labour and competition of women has kept the wages of men at such a level that they cannot afford to marry or to rear families? I think not. Real wages have risen considerably since the days of large families, and with this rise there has grown a worship of the higher standard of living. This is both due to and the cause of smaller families. But women at work cannot be held solely responsible for this state of affairs.

Woman's Contribution to Civilisation.

If civilisation is not unfavourably influenced by the desire of women for careers, is it benefited? Surely it is better that women who, despite the rising marriage rate, do not marry, should be engaged in productive, creative, or administrative work rather than depending on unearned or partly-earned allowances? Apart from this economic consideration, it is an unbearable slur on women's capabilities that they should be thought to have nothing to contribute to the advancement of civilisation but children for men to rear in citizenship.

If I may pass now from a general profit and loss account I should like to consider the question as it affects intelligent women. I use the word "intelligent" to indicate the human quality of being able to subordinate the instincts of the moment to the purposes of the future, to live not for self but for the race. This definition implies that an intelligent being must have some stake in the future, some objective outside himself or herself. Is it fair to deny to women who, for whatever reason, cannot plan for home, husband, and children, the outlet provided by a career?

To those who retort that women are unfitted by reason of their emotions for a career, I would reply once again that it is difficult to separate cause from effect. May not emotionalism result from disappointment and rebuff? May not a "little" attitude to life be the result of the "long littleness" of the life allotted to most women?

I have heard it argued that young women do not take their work seriously and delay the start of their careers until they have first "offered youth to matrimony in vain." I would counter this with a personal—but by no means unusual—experience, which shows another side to this story. Some years ago I refused a proferred law apprenticeship, neither through unwillingness to study nor matrimonial ambition, but for the good reason that, a few months earlier, my employers had withheld an appointment from the most suitably qualified applicant on a short list, solely because it emerged at an interview that the candidate was a woman. Under present conditions women have no incentive to study. I wonder how many men would perfect themselves in their professions if their reward were so elusive as is that of women?

Women in N.A.L.G.O. are Pioneers.

Within recent years problems connected with the falling birthrate have exercised the minds of our legislators. Within recent months the question has been sharpened to one of depopulation. I do not intend to argue the merits and demerits of the family allowances which are suggested as a remedy, although I believe that such a system would be more equitable than the present method of penalising one section of the public so that another may be given the option of contributing or not, just as they please, to a solution. But I think I am right in saying that the lower birth and death rates and consequent ageing of the population will create vast and complex social problems. In the future, as in the past, the State will be active in social legislation, and administration may fall on local authorities. Careers for which they are eminently suited will emerge for women. But will they be thrown open to them on acceptable terms?

Much depends on women themselves, and particularly on women in N.A.L.G.O. As pioneers, they must be prepared to work hard, to be interested in and good at their jobs, patient, calm, and reasonable. As members of an Association they must co-operate actively and use their organised strength for the furtherance of the common good.

N.A.L.G.O. can do much to combat apathy in women. I would suggest that on the first anniversary of having joined the Association—that is, after they have had time

(Continued on Page 391)

Branch Magazine Page **Edited by Norman H. Rogers**

CARRY ON, EDITORS!

OF all branch activities towards which every effort should be made to carry on as usual during the war, the magazine is one of the most important. Indeed, it is in a time of an emergency such as this that the journal, even though reduced in size or issued as a news-sheet, may be utilised with fine effect. The magazine can keep officers in touch with each other, keep those who have joined up posted with news of home, and assist to distract at least temporarily, the minds of readers from the problems and work which are bound to remain excessive for some time to come.

Editors will have to adopt a new technique, for, undoubtedly many of their contributors will be on service. It is suggested that, rather than run short of stories or articles, resort be made to past issues of other branch journals in order to keep up a supply of light or story matter.

Whether an editor will introduce the "war" theme into his journal, or whether he will endeavour to maintain it as if nothing unusual were happening, will depend upon his particular inclination. As far as possible, however, in order to avoid all traces of "the jitters," the more peaceful the theme of the journal, the better it will be appreciated.

Extra work has caused the introduction of a host of additional clerks and assistants. Here is a fruitful source of new ideas and talent. Stories on their ideas, and views on working in a local authority will make interesting reading. Interviews with members of the auxiliary services, or reports from officers of their problems in organising new sections of work, for instance, petrol rationing, are all full of interest. Anecdotes and incidents occurring in the "new order of things" should provide abundant material to fill the probably reduced pages of the staff journal.

If the editorial "staff" has become depleted, there are probably quite a number of older men, or bright young things, working as temporary assistants, who would be delighted to assist in any duties such as typing, proof reading, and so on. There may, perhaps, be some who have had experience in journalism.

Let us, then, as editors, make it our proud boast that, despite Herr Hitler, branch magazines have carried on.

THE ART OF MAGAZINE LAY-OUT

By W. BARKER, Editor, Manchester Guild Journal

THE subject of magazine layout is one on which it is dangerous to be dogmatic, because so many different styles can be equally successful. Here, as in choice of the body type, the layout will be good if it is attractive and in keeping with the purpose of the magazine. Staff magazines exist to disseminate service news and opinions, which should be presented in a straightforward manner without "frills." Some of the best staff magazines—the Civil Service has one or two excellent examples—have a somewhat plain layout, but are made readable by their choice of headings and the placing of blocks.

The existence of our national journal, with its pages of service news, robs the branch journal of much of one of its functions as a staff magazine, and almost confines it to local and domestic matters, with as much a social as a service purpose. This fact must necessarily affect the layout of the branch magazine and make a lighter touch more desirable than would be the case if the journal were confined to the severity of purely service matter.

One of the principal matters to be considered in layout is the combination of the body type and the fount used for the headings and sub-headings. Many branch editors use the body type in its bold form for the headings, which is safe, but staid and dull. To avoid the appearance of an official document, it is the general practice commercially to use a different face for the headings, and, generally, it may be said that to use two faces of the same family or style gives a restful and quiet effect, and to use too widely differing faces gives an effect which may be brilliant, gay, or quarrelsome according to the faces chosen.

To achieve a certain harmony in a magazine, the same fount may be used throughout for the headings, except for special and regular features, such as an editorial page, but it is legitimate to set the display fount in capitals, lower case, roman, and italic, if desired. One will also generally use it in different point sizes according to the length and importance of the items.

In book production it is considered an ideal, and frequently followed, that the type should occupy one half of the total area of the page, but in a magazine that is usually impossible, and an equally balanced effect may be achieved with narrower margins provided they are in the right proportions. The four margins should increase in width in a certain order, the narrowest being on the inside, the head a little wider, then the outside, and the foot the widest of the four. In a magazine set in two or more columns full use should be made of the white spaces, or "gutters" between the columns. The former column rule as a division has almost died out in modern magazines.

Quarto magazines are most frequently set out in more than one column, but in an octavo magazine that is a matter either of personal choice or, to some degree, of the class of matter published. If the "copy" consists chiefly of short items which cannot be grouped it would look odd to see headings appearing at different heights in the columns of one page after another, and a single-column setting is therefore preferable. Most of the pocket digests now being published are set in two columns, but their matter is one of long articles and short "fill-ups."

In all magazines it is desirable that headings or sub-headings of equal weight should not appear at the same height in adjacent columns, or, in a small magazine, on facing pages. It is also desirable, but not always possible of achievement, to avoid dividing a page into two equal halves by a heading or sub-heading. A better effect is obtained by having the divisions unequal.

In a short article such as this it is impossible to do more than generalise, and much can be learnt of magazine layout by studying commercial magazines and by one's own experiments.

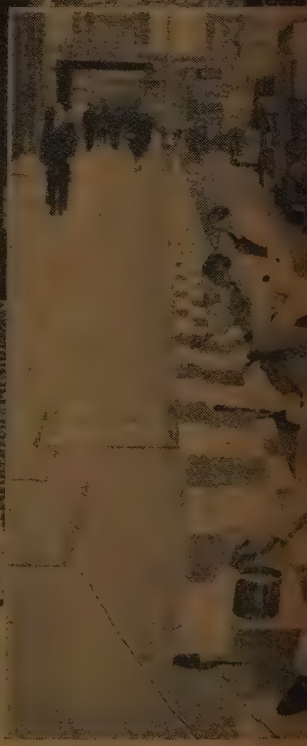
CAREERS FOR WOMEN

(Continued from page 300)

and opportunity to appreciate its size, complexity of interests, value and power—all women members should be presented with a brochure outlining careers open to women as, say, education, employment, or probation officers, inspectors of boarded-out or adopted children, or of municipal houses, or as hospital almoners. The formation of women's committees should be encouraged in the branches. These committees should be guided to an interest in local and national social problems, and given a voice on the National Executive Council. Women will readily realise that progress lies through suitably chosen examinations, and study with a definite objective in view will be undertaken as willingly by the woman local government officer as by her sister in civil service, with resultant benefit to herself and the service and credit to the Association.

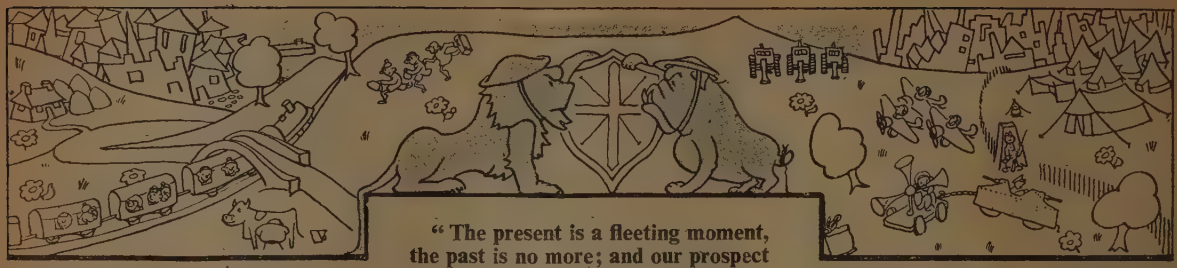
I ask, in the first place, that women should be encouraged to take up careers particularly suited to them; and, in the second place, that they should have the support of the Association in their desire to be free to study and work as they choose, without favour but without handicap.

LOCAL GOVERNMENT



ALL OVER THE COUNTRY the outbreak of war imposed on local government the biggest task in its history. Hundreds of thousands were evacuated from the danger zones, town halls, public baths, and other buildings were protected, thousands of miles of roadway were painted for traffic guidance in the black-out, tenants of housing estates prepared their own trenches and dug-outs, and taxis and private cars were requistioned as auxiliary fire tenders. In these and countless other ways local government demonstrated its efficiency to meet the unprecedented conditions of modern war.

PREPARES FOR WAR



"The present is a fleeting moment, the past is no more; and our prospect of futurity is dark and doubtful."
GIBBON—"*Memoirs.*"

AT RANDOM
By "HYPERION"

Believe it or not!
(Things we couldn't invent)

Would it not be more in keeping with the British spirit to give air-raid warnings in the form of amplified gramophone records to the tune of the "Colonel Bogey March" and the all-clear with "Who's Afraid of the Big Bad Wolf"? instead of the dismal and depressing wail now in operation?

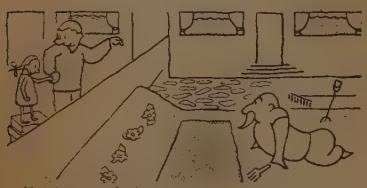
—*Letter in the "Daily Express."*

* * *

Reflections

"We live and learn."
"We live, it is true."
—*From "Lady Precious Stream."*

* * *



"Menagerie to me
"My neighbours be."
—*Emily Dickinson.*

* * *

To-day, none of us in business and politics has one moment in which to think.
—*Lord Baldwin.*

* * *

Too Much

One of the aptest comments on the crisis comes from Mr. Maurice Baring. He has written:

I think we all have had a drop
Too much of Herr von Ribbentrop;
The name by which he'd better go
Is Mr. Ribben Trop de trop.

* * *

Things that might have been better expressed

"There's a man just been from the council about one of these 'ere A.R.P. shelters, but I don't rightly know what it's for."

"Why, don't you see, Mrs. Jones, if you're in your house and a bomb drops, the house will fall on top of you; but if you're in the shelter and a bomb drops, why, you'll be as safe as houses."

* * *

In the City Yesterday

The current bear covering was again fixed in parity, and a partial rally of widespread interims accentuated a trend of credit inflation in excess of reserves, causing wild hedge-selling and a slow up-swing.

A drastic decline in low levels froze cheap money, and an adverse balance of yen 45,000,000 played the devil with a sagging yen market, where a tight yen-monger was heard to exclaim, "I have a yen for yen," as he found himself out on the pavement with nothing in his pocket but some nominal tin.

BONGO INCORP.—Profit before directors have had their cut: £352,715. After: Nil. No div. (6 per cent.).

POTS & PANS. INCORP.—Net profit 1s. 9d. From reserve £10,000, after which £16,000 is reserved for Sir Herbert Toxic, chairman, and party. Balance, if any, carried forward. No div. (same).

BANK RATE.—2 per cent. (t. and o.).
DAY-TO-DAY LOANS—Difficult.
7-DAY LOANS.—Impossible.
—*Maurice Lane-Norcott in the "Daily Mail."*

* * *

The Perfect Officer

"A friend of mine who is a member of a County Council told me a story the other day which might amuse you. There was a great row going on, business was at a standstill, and the standing orders did not provide any help in suspending either the meeting or the member responsible for the row.

"But the chairman was no fool. He asked the deputy-clerk to go and make himself very aggressive and disagreeable to the member in question, and he hoped that the man, who was very excited, would assault him. The experiment came off all right, the deputy-clerk was struck in the face, the police were called in, the member was ejected, and business was resumed.

"I do not know which I admired most—the cleverness of the chairman or the loyalty and self-sacrifice of the deputy-clerk, and I am glad to know that this gentleman has now become clerk of the peace and clerk to a county council."
—*Lord Brooke, chairman of Northamptonshire county council, at the council's jubilee luncheon.*

* * *

Limits of Endurance

"Sir William Harcourt said that the only important function of the political head of a department was to tell the permanent officials what the public would not stand. A permanent official of experience as well as of wit once said to me, when I quoted this remark: 'If Harcourt were alive to-day, he'd find nothing to do. He wouldn't be able to think of anything that the public won't stand!'"
—*From "My England," by Edward Shanks.*

* * *

Note for Benedicts

"If a girl desires to woo you, before allowing her to press her suit, ask her if she knows how to press yours. If she can, let her woo; if not, tell her to whoa."
"*How to Avoid Getting Married,*" *from "Literary Lapses," by Stephen Leacock.*

ODD DUCKS

A Listing of Some Individualists Whose Pleasant Peculiarities Have won Them Public Recognition.

LOCALE	INDIVIDUALIST	PECULIARITY
Faringdon, England	Lord Berners	He sprays the feathers of the birds on his estate with bright dyes.
Green Bay, Wisconsin	Elderly man	He cleans the head- and tail-lights of parked cars he comes upon when walking along the street, because he hates to see dirty automobiles.
Belhaven, North Carolina	Dean of the University of North Carolina	He enlivens his addresses to the students with harmonica solos.
South Norfolk, Virginia	Rev. O. D. Poythress	He sings "There's a Gold Mine in the Sky" at every funeral he conducts.
Waikato, New Zealand	Harold Ryder	He amuses himself when sick by hatching chicken eggs in bed.
Blackfoot, Idaho	Joe Blenkle	He saves money by playing his own slot machine, spending only his winnings, and depositing the machine's take in the bank.
Gainesville, Georgia	Pete Sherlock, Jr.	He saves money by dropping small change into the gas tank of his car.
Boston	S. P. Harrigan	He is making a collection of policemen's buttons—one from every state in the Union.

—*W. E. Farbstein in "The New Yorker."*

On Kisses

A kiss is a course of procedure, cunningly devised, for the mutual stoppage of speech at a moment when words are superfluous.

—*Oliver Herford and J. C. Clay, "Cupid's Cyclopedia (Scribners).*

* * *

A machine to determine electrically the amount of "oomph" in a lady's kiss has recently been built at the University of Richmond. Dr. R. E. Loving, of the department of physics, calls the machine

an osculometer; students call it "Oscar." To make an "oomph" test, boy and girl each hold an electrode, completing the circuit when they kiss.

* * *

A man may sometimes be forgiven the kiss to which he is not entitled, but never the kiss he has not the initiative to claim.

—*Quoted in "Kisses and Other Nonsense," by Arthur Mortimer.*

* * *

"It took a hundred and eleven pages of very small print for them to come to their first kiss—but what a kiss it was! *'And off went the last rag of restraint, and he wrapped his arms around her as she stood before him, tighter, tighter, and bent down his head from its stately height, to her small, uplifted face, nearer, nearer, till their lips met and were joined in a wedlock so fast, so long enduring, so firm, that it seemed as if they could never be divorced again.'*

"I was breathless myself before I got to the end of this description."

—*From "And So Did I," by Malachi Whitaker.*

Just one big heart-throb, in fact—like Tyrone Power.

* * *

LOVER: Decency be damned, I love you.

WIFE: As a man loves a woman or as a gentleman loves a gentlewoman?

LOVER: All four.

—*From "This Year of Grace," by Noel Coward.*

* * *

From the Front Line

Air-raid wardens have some difficulty in persuading people underground when the warning is given.

A newspaper-seller at Russell Square went on shouting the news and selling his papers to people as they dived into the trenches.

The warden asked him twice to go with them, then, in desperation, shouted:

"Look 'ere. If you stand at this corner you'll be in your own stop press before you know where you are."

* * *

Two stories from the children:

A couple of cockney urchins were looking at a pig for the first time. One said:

"Why d'you s'pose it's got a ring through its nose?"

His bright brother said:

"Booby. It's married."

Two little girls, about six years old, were sitting on a high grass bank round a reservoir.

One turned to her foster mother and said:

"'Ere, missus, is that where Jack and Jill came for the water?"

"Yes."

"Coo, Daisy. I never thought we'd see that. Look what a war does for you."

* * *

A cockney woman was complaining that her husband had stayed out half the night.

"'E came 'ome at one in the morning, if you please. An' blimey, 'e 'ad the cheek to say 'e'd been out on this 'ere R.I.P. business. As if I'd fall for that."

* * *

Another Scoop

The picture below was taken by our staff photographer in Church Street during a recent black out. He gave a one tenth second exposure.

In the picture, reading from left to right, can be seen:

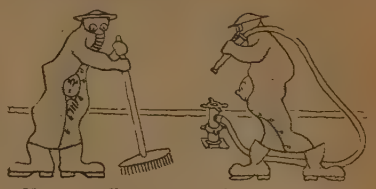
The Editor's typist saying good-night to P.-c. H——, N. Division; air raid warden and lady ambulance driver discovering that they met at Brighton last Easter.

* * *

Sir,—As a licensed publican of thirty years' standing I wish to lodge a protest. In the recent black-out I know it was necessary to paint several policemen with phosphorescent paint. But was it necessary to station a large, glowing, fat one right outside my saloon bar entrance? On leaving my house just after closing-time, I regret to report that two of my regular customers have since gone crackers, three have signed the pledge, and the hair of one of my dearest friends is now as white as snow.—"Indignant" (Sudbury).

A.R.P. Brevities

"Hitler's alarm clocks."



Very small man, putting on his protective clothing: "All this protective clothing is made for giants."

* * *

Woman Warden: "Only a few days ago they came round taking our bust and waist measurements for protective clothing. Now that they are being issued we find that there are only two sizes—large and small."

* * *

Around Hyde Park they were painting the kerb with patches of white paint.

Crowds stood around watching the workmen, wondering what it was about. The workmen went on painting until the audience grew too big.

"Go on, go on," said one of the men. "We're just playing hopscotch."

* * *

When an air raid alarm sounded a taxi passing Hyde Park Barracks promptly drew up. The driver leaped out and ran for a shelter close by.

As soon as he had disappeared his fare slowly emerged, put the flag up, and returned to the taxi. Their action, I am told, brought the sheerest joy to a Scot who saw it.—*"Evening Standard."*

* * *

During the evacuation a Local Government Officer returned from his honeymoon and left for the office. During the day he received an urgent wire from his wife: *"Come home at once—have four babies."*

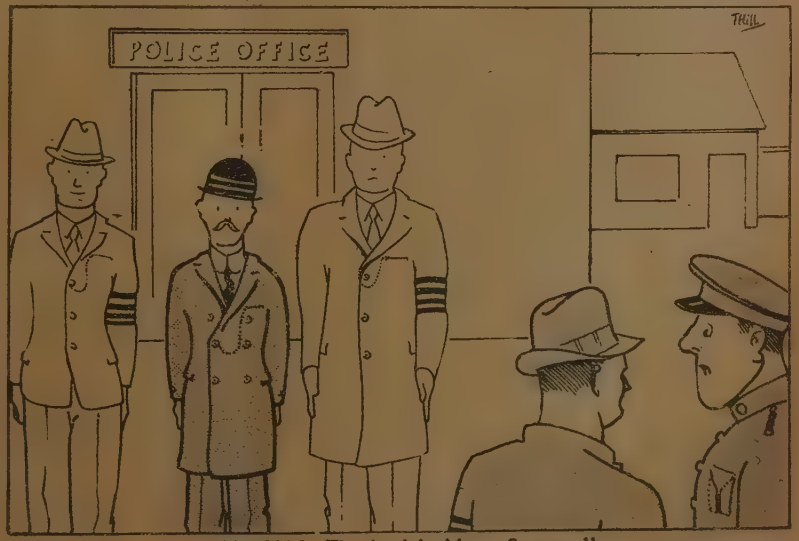
* * *

"Why are they sandbagging the Town Hall?"

"So that the Town Clerk will be safe."

"Is he so valuable?"

"Well we pay him £1,800 a year."



"His Wife Thinks It's More Snappy"

READERS' FORUM

PACIFISTS IN THE SERVICE

Association Will Help Them

Would you permit me the courtesy of your columns once again. It is obvious from the large correspondence I have had that there is a great deal of interest in the question of the position of local government officers holding pacifist views.

It may be of interest to N.A.L.G.O. members to know that the Civil Service Clerical Association has obtained a large measure of recognition from the Government for its members who take the pacifist stand. I have been given to understand that civil servants who secure complete exemption by a tribunal will be permitted to remain in the Service. I am sure we can rely upon N.A.L.G.O. to do its utmost to secure at least an equal measure of recognition for its members wherever possible.

WILLIAM G. FORD.

8, Kingswood Avenue,
Thornton Heath, Surrey.

Members may be assured that the Association will do all it can to protect their interests in this as in every other way.

N.A.L.G.O. WAR PLANS

Evacuation Criticised

At the last annual conference I was sorely tempted to speak on paragraph 17 of the National Executive Council's report, and particularly the last paragraph thereof, but on second thoughts I decided not to waste the time of Conference because I hoped that the "national emergency" would not arise.

I have now opened my September issue of LOCAL GOVERNMENT SERVICE and find a loose sheet headed "N.A.L.G.O. War Plans," which caused me alarm. I thought possibly our members had declared war on another association, but, after reading the pamphlet, I find that N.A.L.G.O. Headquarters has transferred to Croyde, and members are told what they ought and ought not to do to assist Headquarters in its removal to a "safe place."

As one who served through the whole of the last war (and may possibly have to serve again), and one who has rendered 20 years of honorary service to the Association, I want to record my protest at the step taken.

The N.A.L.G.O. holiday centres were purchased out of the funds of the members, and not out of any moneys of the permanent staff of the Association. The Croyde Bay centre should particularly have been reserved for the benefit of any member who desired to evacuate his wife and family. Why was not Cayton selected?

In my opinion what is wrong with our Association's affairs is that its rapid growth (due entirely to the voluntary work of its members) is gradually being lost sight of by the permanent officials.

What about the 20,000 members of the Association in the Metropolitan area. Can their respective councils decide to evacuate their staffs to a "safe place" on the west coast? No. They must stay behind, like the rest of local government officers, and do their job—and Headquarters staff should have been prepared to take the same risk.

I think the members of the Association will demand to know:

1. Did not the proposal to transfer Headquarters staff from London in case of an emergency emanate in the first instance from the staff?
2. On what date did the National Executive Council approve of the proposal?
3. Can the members of the Association be assured that all costs incurred in housing and feeding Headquarters staff will be a charge upon the staff and that the funds of the Association will only be charged with appropriate costs of removal?

In conclusion, I personally could have hoped that the pamphlet I referred to at the commencement of my letter might have been a message from the President.

JOHN PEPPER.
Secretary,
East Midland District Committee.

Guildhall, Nottingham.

Statement of the facts should remove the misapprehensions under which Mr. Pepper wrote, and which may be shared by other members.

The primary reason for the transfer to Croyde was the need to safeguard the irreplaceable documents at Headquarters. These included, in addition to the Association's archives, the deeds of thousands of houses bought through the Building Society, and representing nearly £4,000,000, particulars of nearly 8,000 insurance policies, representing nearly £2,000,000, and the records of the Approved and Provident Societies, the loss of which would endanger the interests of thousands of members. Failure to move these to a place of safety would have been a grave dereliction of duty by Headquarters to the Association and its members, while the cost of the only alternative—duplication of every document—would have far exceeded that of evacuation.

Since these records would have been useless without the staff, and the staff would have been helpless without the records, it was necessary to evacuate them also.

A further consideration was the fact that—as other organisations have already experienced—transport difficulties and air raid warnings in London would seriously interfere with the full-time and smooth performance of work which is essential if the Association's many activities are to function efficiently.

In reply to the three questions asked by Mr. Pepper, it can be stated:

1. *The proposal to evacuate did emanate from the staff, at the request of the National Executive Council, who wished to safeguard the Association's work in war.*
2. *It was approved by the Council at its meeting in October, 1938, and re-affirmed at its meeting in July, 1939.*
3. *All members of the staff at Croyde are being charged individually with the full cost of food and service.*

Mr. Pepper suggests that Croyde should have been reserved for the wives and families of members. The centre has room for 300 people, and N.A.L.G.O. has 120,000 members. Will Mr. Pepper explain by what equitable method the wives of families to be transferred there might have been selected?

It should be added that not one member of the staff at Croyde would not much prefer to be in London. From loyalty to N.A.L.G.O. they are putting up with considerable inconvenience, some hardship, and separation for an indefinite period from families, friends, and the amenities of their homes. Criticism of this type is not calculated to encourage them to maintain the loyal and cheerful attitude in which they have tackled the many problems, administrative and personal, of the transfer.

ETHICS FOR THE OFFICER

Are They Superfluous?

I was present at Conference when it was agreed to institute a "Code of Conduct." The front page display of "Ethics for the Officer" was disappointing, because the "ethics" should be acknowledged and practised by every officer in a position of trust—public or otherwise.

It certainly should be superfluous to tell a member of N.A.L.G.O. that he should conform to the ethics. This is an unfortunate implication. Conduct is the embodiment and sum of the smaller matters of daily behaviour.

The ethics should have omitted mention of matters which might lead to court proceedings, and could more usefully have noticed the smaller matters. One such item of good conduct is subscribing to the B. & O. Fund, and others could be mentioned.

And now we have the ethics, what are we going to do with them?

Yours faithfully,

A. S.

Tottenham.

The answer to the question in the last sentence is "Live up to them!"

Treatment of Inquiries

Some time ago I was in the West Country looking for a house to purchase on my retirement.

I called at various municipal offices to ascertain certain data as to rates, cost of electricity, etc., and was surprised to find that when I mentioned that I was a retired

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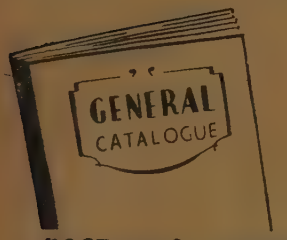

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official I was not received in that spirit of camaraderie one would have expected.

In one instance I did not get even a reply to a letter I wrote.

"DISGUSTED."

22, Agamemnon Road,
London, N.W.6.

FOOD INSPECTION

An Unfair Criticism

The "Veterinary Record," in a recent issue, reporting an address by Mr. W. C. Miller, of the Royal Veterinary College, to the National Nutrition Conference, criticises in very unfair terms the food inspection services of this country. Is it not unfortunate that the veterinary profession desires to secure to itself the inspection of meat, the protection of milk supplies, etc? Whatever the merits of the case that can be made for such an innovation, it is surely reprehensible that the effort should be accompanied by attacks on other professional men.

Mr. Miller is reported as saying: "The antiquated system whereby the medical officer of health or the sanitary inspector (neither of whom has any specialised knowledge of animal health or disease), is primarily responsible for the inspection and seizure of unsound or diseased animal food products, and, what is far more important, for passing meat as fit for human consumption, still operates in many parts of England. . . ." He gives no reason to justify his use of the word "antiquated," while his statement that neither the M.O.H. nor the sanitary inspector has any specialised knowledge of animal health or disease is not true. All sanitary inspectors possess knowledge of the inspection of meat and other foods—it is an essential part of their qualifications. In addition, the majority hold also the certificate of the Royal Sanitary Institute's advanced examination in the inspection of meat and other foods.

The matter is, however, the more regrettable because the Food and Drugs Act of last year comes into operation on October 1, and in common decency one would think that professional men at least would be willing to give it a working chance. Especially does this apply, of course, to the veterinary profession, because, with the M.O.H. and the sanitary inspector, a veterinary surgeon is now recognised under that Act as qualified to deal with the examination and seizure of meat, if appointed by the authority for that purpose.

As recently as June 17 a member of this Association, speaking on "Public Milk Supplies" at Clitheroe, stressed the need of a spirit of goodwill and helpful co-operation between the sanitary inspector, veterinary surgeon, and others. "The fostering of this spirit," he said, "has done and will do far more towards producing a safer and cleaner milk supply than unlimited legislation."

It is the same with meat inspection. As public servants we deplore any tendency on the part of one professional section to endeavour merely to "feather its own nest"; it should be the aim of all of us to co-operate helpfully and with goodwill for the public welfare.

Sanitary Inspectors' Association,
W. B. JEPSON,
Secretary.

London, S.W.1.

MORAL REARMAMENT

Officers' Support

In his address to the Torquay Conference, Sir Wyndham Deedes described local government officers as a body of men and women who did more to form and influence the future of the country than any other section of the community.

Striking proof of these words is provided by the fact that several hundred officers from all parts of the country are working to bring a new spirit into the life of their homes, boroughs, and nation. They have joined with other British citizens from a thousand cities, towns, and villages in sending a message to the World Assembly for Moral Re-Armament held recently in California.

"Born out of crisis," they said, "the challenge of Moral Re-Armament has brought us in Britain new vision and new hope—a new vision for our nation and new hope for ourselves.

"At this fateful hour we pledge ourselves to give the last full measure of our devotion—the service of heart and mind and will—to the Moral and Spiritual Re-Armament of our Nation—to the building of the World of To-morrow, a world of new men and new nations, where every source of human genius is liberated under God's Leadership to enrich the heritage of all mankind."

The signatures supporting this message covered thousands of pages, each representing a cell of people pledged to Moral Re-Armament. In five days the sheets were passed from hand to hand through factory, workshop, office, home, and school. Every department of the

Service was represented—members of legal, financial, engineering and architectural departments of county, borough, urban and rural district councils, doctors, health visitors, and sanitary inspectors, hospital staffs from steward to laundryworker, all roused by the vision of a country healthy in mind and body. In one Scottish burgh the electrical engineer, eight of his staff, and nine members of the fire brigade joined with the provost and ten councillors in their greetings. In Belfast, 46 meter inspectors in the gas department were among the signatories.

Directors and secretaries for education joined in a special message from educationalists, including Sir Cyril Norwood, President of St. Johns College, Oxford; Mr. Herbert L. Eason, Principal of London University; and Mr. M. L. Jacks, director of the Department of Education, Oxford University.

Three Cabinet Ministers, Viscount Halifax, Sir Samuel Hoare, and Sir Kingsley Wood, were among the statesmen from many countries who affirmed their belief in the power of Moral Re-Armament. Lord Halifax said: "A fresh insistence in thought and action on those principles of morality and faith, which are fundamental, will not only build national well-being, but is the only source from which we may draw sure hope of peace and prosperity for a disturbed world."

NANCY GREENFIELD.
Member of Executive, Kent County Branch.
Maidstone.

CORRESPONDENCE CLUBS

Does N.A.L.G.O. Want One?

There are in existence various correspondence clubs whose members find pleasure in writing to each other for the exchange of news and opinions. I should like to see one established for the benefit of N.A.L.G.O. members. I suggest that:

Interested members be asked to send in their names and addresses;

A list be published in the LOCAL GOVERNMENT SERVICE each month;

The club be used also as a medium of exchange for collectors of stamps, view-cards, coins, magazines, and so on; and

A nominal fee of 1s. per year be charged, partly to cover expenses, and partly to provide a subscription for the Benevolent and Orphan fund, or any other deserving cause.

Possibly, Headquarters might be able to get into touch with officers in other countries and so make the club an international affair.

There are many more suggestions to be made, if it is decided to form a club.

PETER H. WOOD.
County Hall, Lewes.

HELPING THE HOSPITALS

Office Tinfoil Collections

The local government Service could greatly help, at no expense, the hospitals of the country by organising a systematic collection of tinfoil from tobacco, cigarette, chocolate, and similar packets.

Somerset county officers have arranged a system whereby, in each department, members of the staff deposit this tinfoil in a box or waste-paper basket. Each month

(Continued as foot of next column)

a member of the staff collects the tinfoil and has it delivered to the hospital.

If this suggestion were generally adopted throughout the Service, hospitals would derive great benefit from what is now thrown away and wasted.

G. E. WOLFENDEN.
Taunton.

APPROVED SOCIETY AND WAR INJURIES

MEMBERS of the Nalgo Approved Society who sustain war injuries will be affected by the regulations of the Personal Injuries (Emergency Provisions) Act, details of which are given in Ministry of Health Circular A.S. 322.

This Act provides that payments, known as "Injury Allowances," may be made to persons gainfully employed who are rendered incapable of work by war injury. War injury is defined in the Act as physical injuries.

(a) Caused by:

(1) The discharge of any missile (including liquids and gas); or

(2) The use of any weapon, explosive or other noxious thing; or

(3) The doing of any other injurious act, either by the enemy, or in combating the enemy, or in repelling an imagined attack by the enemy; or:

(b) Caused by the impact on any person or property of any enemy aircraft, or any aircraft belonging to, or held by any person on behalf of or for the benefit of, his Majesty or any allied power, or any part of, or anything dropped from, any such aircraft.

All insured persons with the exception of voluntary contributors not gainfully employed, will be entitled to receive the injury allowance. Where the injury causes serious and prolonged disablement, the allowance will be replaced in due course by a pension payable by the Ministry of Pensions.

Special Certificate Needed

Persons receiving injury allowances will not be entitled to sickness or disablement benefit in respect of incapacity arising from the same injury for 26 weeks from the beginning of the week in which the injury was sustained.

Injury allowances will be administered by the Unemployment Assistance Board, and claims will be dealt with at the area offices of the Board. To claim an allowance, the injured person, or his representative, must present a special war injury medical certificate supplied by the hospital to which he is taken, or by the doctor who treats him.

The definition of war injury does not cover neurasthenia and other sickness or aggravation of sickness attributable to nervous strain, exposure, etc., and a person rendered incapable of work from such illness will be entitled to health insurance benefit in the ordinary way.

War injury allowances will not be payable unless the person concerned has been incapacitated for seven consecutive days, and the allowances will be payable only in respect of complete periods of seven days' incapacity. The health insurance benefit is not payable for any days in respect of which injury allowance is not payable solely on the ground that they do not form part of a minimum period of seven consecutive days.

If a person who is already incapable of work by reason of an illness sustains a war injury, he will not be able to obtain payment of injury allowance so long as he remains incapable of work by reason of the illness. Sickness or disablement benefit will continue to be payable until the approved society of which he is a member is satisfied that he is no longer incapacitated by the illness. If, however, on recovery from the illness, he is still incapacitated by the war injury, an injury allowance will become payable. In such circumstances, the member should obtain a war injury certificate, together with a statement by the approved society of the date up to which sickness benefit has been paid.

Civil Defence Volunteers

A person rendered incapable of work by a war injury will be entitled to injury allowances so long as he is incapacitated by that injury, notwithstanding that he may have a supervening illness. The question of health insurance benefit will not arise in such a case until it has been decided that he is no longer totally incapacitated by reason of the war injury.

In addition, special provision has been made for temporary allowances to civil defence volunteers who receive physical injury arising out of and in the course of the performance of their duties. Civil defence volunteers are defined as persons certified by a responsible officer of a civil defence organisation to have been members of that organisation at the time the injury was sustained.

Men, nurses, and other auxiliaries discharged from the Forces with disability pensions in respect of injury or disease attributable to service, will not be entitled to sickness or disablement benefit in respect of incapacity arising from that injury or disease for 26 weeks after the beginning of the week in which they were injured or removed from duty. During this period, however, such persons, if rendered incapable of work from some other cause, will be entitled to sickness or disablement benefit in respect of that cause, subject to the usual conditions.

Title to Benefits

Persons still in receipt of a pension in respect of disablement in the highest degree, a Ministry of Pensions treatment allowance, or an injury allowance, after expiry of the 26 weeks' period, will not be entitled to disablement benefit, and the rate of any sickness benefit (including additional benefit) to which they would otherwise have been entitled, will be reduced by half. Should they engage in insurable or regular non-insurable employment, they will become entitled to sickness benefit at the full rate after 26 weekly contributions have been paid, and to a disablement benefit after 104 weekly contributions have been paid.

Insured persons receiving a pension in respect of disablement of less than the highest degree will, on becoming incapable of work, not be able to receive by way of pension and health insurance benefit more than the amount of a 100 per cent. pension.

THESE AUTHORITIES WILL MAKE UP PAY

ALREADY an encouraging number of local authorities have agreed to adopt the permissive powers of the Local Government Staffs (War Service) Act and to make up to civil level the pay of members of their staffs engaged in war service, with the Forces or in full-time civil defence.

Below we print preliminary lists of those which have decided to make up pay in whole or in part. The lists will be added to in future numbers. Authorities marked with an asterisk are known to have promised to reinstate their officers in their peace-time posts on demobilisation. Some of those not so marked may have done so.

Authorities which will make up the whole of the balance of civil pay

COUNTY COUNCILS

*Cheshire	*Devonshire	Pembroke
*Denbigh	*London	*Wiltshire

COUNTY BOROUGHS

*Blackburn	Coventry	*Rochdale
Bradford	*Exeter	*Salford
*Brighton	*Ipswich	*Sheffield
*Burton-on-Trent	*Leeds	*Southport
*Carlisle	*Liverpool	*Stockport
*Chester	*Manchester	*Tynemouth
	*Preston	W. Bromwich

METROPOLITAN BOROUGHS

*Willesden

BOROUGHS

*Buxton	Godalming	*Middleton
*Chorley	*Harwich	*Morecambe
*Congleton	*Heston & Isleworth	Salisbury
*Dukinfield	*Heywood	*Stretford
*Fleetwood	*Maccles-field	*Swinton and Pendelbury
*Folkestone		
*Glossop		

URBAN DISTRICT COUNCILS

*Abram	*Hoylake	*Northwich
*Alsager	*Irlam	*Teignmouth
*Bollington	*Leyland	*Thornton Cleveleys
*Bredbury & Romiley	*Maryport	*Urmston
*Cuckfield	*Market Har-borough	*Withnell
*Hindley	*Neston	

RURAL DISTRICT COUNCILS

*Chester	*Cuckfield	*Northwich
*Chailey	*Lunesdale	*Ulverston
	*Luton	

Authorities which will make qualified payments

COUNTY COUNCILS

The following have adopted the recommendations of the County Councils' Association stating that:

(1) The Service pay of employees volunteering before the outbreak of hostilities for service with the auxiliary forces should be supplemented to such an extent as the county council in its absolute discretion may decide.

(2) No such addition should be made in the case of employees, other than those mentioned in the preceding paragraph, who are called up compulsorily for service.

*Carmarthen	*Holland
*East Riding	*Surrey

*Monmouth (except paragraph 2)

Warwickshire will make varied payments to different classes of employees:

MARRIED MEN—

Salary up to £300—Service pay made up to full salary;

Salary £300-£400—Service pay made up to five-sixths full salary;

Salary £400-£500—Service pay made up to four-fifths full salary;

Salary over £500—Service pay made up to three-quarters full salary.

Provided that no married man receives less than he would have received had his salary been at the maximum of the next lower division of the scale.

UNMARRIED MEN WITH DEPENDANTS—each case to be considered on its merits.

UNMARRIED MEN WITHOUT DEPENDANTS—pay made up to half full salary subject to maximum payment of £50.

BOROUGH COUNCILS

*Ripon—Standard allowances will be paid for (1) single men, (2) married men or single men with dependants, (3) children. Amounts not yet fixed.

URBAN DISTRICT COUNCILS

Crayford—Service pay to be made up to staff with more than two years service. Reinstatement subject to physical fitness.

Ruislip & Northwood—Married men—Service pay made up in full; unmarried men—difference between Service pay and half ordinary salary to be paid.

MISCELLANEOUS

The following other authorities have agreed to make up Service pay to the level of civil pay and have promised reinstatement:

***Heywood & Middleton Water Board.**
***Leigh & Atherton Sewage Board.**
***Stalybridge, Hyde & Dukinfield Transport Board.**

Many big industrial organisations have agreed to make up Service pay in full or in part.

E. S. & A. Robinson, The Metal Box Co., and Tootal Broadhurst Lee & Co., are treating employees who have enlisted as having been granted leave of absence with pay.

Lever Bros. & Unilever are giving two months' salary to single men and women without dependants and are paying the difference between service and civil pay to married men and single men with dependants.

Reckitt & Colman are making up Service pay for the first six months of the war.

Pilkington Bros. are making up the difference between Service and civil pay (less 10s. a week reckoned as the value of Service food and clothing) for 13 weeks after outbreak of war, plus family allowances for eligible employees for 53 weeks and one-third the family allowance for unmarried employees.

Imperial Chemical Industries are making up the difference (less 10s. a week for food and clothing on Service) to married em-

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Continued from preceding column.

ployees, one-third of the difference to single employees, plus allowances to dependants in approved cases. To qualify, men must have been with the firm for 12 months.

The General Electric Co. is paying half civil pay to married men and one-tenth to single men.

The Dunlop Rubber Co. is making up the difference, less 10s. a week for food and clothing, for married men, and one-third of the difference for unmarried men, with special treatment for those earning more than £6 a week.

NEW HEADQUARTERS ADDRESS

Divisional Arrangements

The new address of N.A.L.G.O. Headquarters is:

N.A.L.G.O.,
Croyde,
Braunton,
North Devon.

Telephone and Telegrams: Croyde 212,

to which ALL communications for the Association and its ancillaries should now be sent.

The addresses of divisional officers remain unchanged, with the exception of the South Eastern, Southern, and South Western districts.

Owing to the impending resignation of Mr. F. Thomas, Mr. N. M. Woodcock, late assistant divisional secretary for the Yorkshire and North Eastern districts has been appointed divisional officer for the Southern and South Western areas. His address is:

10, Hutcombe Byway,
Stonegallows Hill,
Taunton.
Telephone: Taunton 2779,

and he will be pleased to place his services at the disposal of any branch needing them.

The regional officer for the Southern Region is Mr. T. M. Kershaw, who, for the present, will continue to work from 27, Abingdon Street, London, S.W.1.

The office of Mr. Thomas, at Room 60, Somerset House, Reading, has been closed.

Addresses of the other divisional officers are:

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

The divisional reorganisation scheme has been postponed, and the appointment of divisional officers, advertised in last month's journal, is held up for the time being. The positions will be re-advertised when circumstances allow.

It has also been decided to abandon, for the present, the panel of applicants for junior positions on the Association's staff, advertised last month.

SOME BOOKS FOR THE OFFICER

Public Assistance in America

"Public Welfare Administration," by Dr. Marietta Stevenson, Ph.D. (Macmillan, New York, 10s. 6d.)

THE American origin of this research study does not detract from its admirable qualities as a text-book on the administration and finance of "Public Assistance"; the latter term is used here, as in the book, in its wider application to the expanding field of public welfare.

Although the states and local authorities in America have recently accepted the permanence of "emergency relief," there is a chaotic absence of uniformity between different cities and states on the status of "welfare agencies" and ultimate financial responsibility. The comparison of the results—ethical and financial—under each form of administration will provide the data required by British advocates of local or state control; some of the phrases and arguments are identical with the persistent cries of our own distressed areas. This aspect of the treatise will certainly be of absorbing interest to our local administrators, since it records in detail the shifting of responsibilities from voluntary bodies to local, state, and federal shoulders, and vice versa.

The American Public Welfare Association has applied its organisation zealously to the collection and collation of statistics throughout the whole field of welfare work, from child and mental welfare to unemployment relief and prison reform. Even the auditing routine has not escaped attention.

The size of the ideal and average administrative area is supported by pictograms and cartograms. The tabulations of per capita incomes for farming and non-farming populations in each State cannot fail to impress the reader and incite him to demand similar statistical research in this country.

The book is well printed and easy to read, and the reader can mentally substitute British examples for those used to illustrate the text. The greatest praise which can be bestowed upon it is to beg for an English edition and, meanwhile, to echo the sentiments of the author's preface: "If the presentation can serve as a stimulus for other publications in the field, we shall feel well repaid for our efforts."

Our own research groups at the universities and amongst officers generally, should accept this as an invitation and a spur.

I. H. D.

Town-Planning in Built-up Areas

"Manchester Made Over," by A. P. Simon (King, 6s.).

This is both an inspired and an inspiring little book, and the specification of one particular town in the title should not be allowed to derogate from its general importance. A technique of re-design for application to any densely built-up area is described with a breadth of vision, and with marked technical ability, yet from an essentially humanistic point of view. This is all the more welcome when one realises that the majority of works on the oldest and yet newest of local government activities—town planning—are usually concerned with the creation of beautiful new towns ab ovum, and the most serious problem, that of re-creating the existing urbanisation in a beautiful and efficient form, is almost completely neglected.

The problem of the over-urbanised area is tackled on the double principle of analysis and co-ordination. The first task, says Mr. Simon, is the splitting up of the city or large town into its constituent parts—geographically, economically, socially, and so on—in a way in which each of these parts is emphasised as a unit of the whole. These units are themselves dealt with as minor planning problems within the larger, with the proviso that the plans for the units must ultimately be co-ordinated into a uniform and balanced plan for the whole, in a much more positive way than one understands by the general term "zoning." The failure to realise that urban areas not only may, but must, be subjected to preliminary analysis in this way is turning the replanning of our cities into lost causes before the first plan has been drawn.

Mr. Simon deals effectively with the problems of each of the constituent units —inner, intermediate, and outer belts, natural barriers, traffic problems, open spaces, "lungs," focal points, focal centres, and so on—and is equally effective in showing the relationship of the sections to the whole.

One learns with regret that Mr. Simon no longer takes part in the deliberations of the Manchester Council.

H. R. P.

Book Collections from the Beginning

"The Library and the Community," by L. Stanley Jast (Nelson, 2s. 6d.).

Mr. Jast, formerly chief librarian at Manchester, has written an admirable little book, interesting both to the librarian and the intelligent layman.

Tracing the history of the library from the earliest times, the author deals first with the rolls and codices of the early civilisations of Egypt, Assyria and Rome, going on to the monastic collections of the Middle Ages in England, with their chained volumes of the "lectern" system, and the first schemes for community libraries of Kirkwood and Samuel Brown. Sir Richard Whittington's foundation in 1421 and the libraries of Redwood in Bristol and Chetham in Manchester, are also mentioned.

Edward Edwards was the "father" of the municipal free library, and it is to this man probably more than any other that we owe our thanks for the community library system of the present day.

The rest of the book describes the system of county and municipal free libraries now operating in this country, the administration and management of a large municipal library, the National Central Library, libraries for the blind and sick, and an interesting chapter on the provision of lectures and "readings" for the general public.

P. F. G.

First-Aid for Financial Officers

"Consolidated Loans Funds of Local Authorities," by J. M. Drummond and A. H. Marshall (Hodge, 7s. 6d.).

THIS work is one of a series of research studies promoted by the Institute of Public Administration.

The authors, after a concise introduction and a short history of the subject, proceed to a critical review, clause by clause, of the model scheme for the establishment of a consolidated loans fund issued by the Institute of Municipal Treasurers in 1929, and of the numerous variations of the model clauses which they have found in their examination of more than forty schemes established since the model was published. To this analysis they have added chapters on procedure for the establishment of a scheme, accounts, and the investment of other funds of the authority in the consolidated loans fund, and a final assurance that investigation has revealed no disadvantage peculiar to a consolidated loans fund which might be set against the twenty-two enumerated advantages.

The work contains the essence of the accumulated experience of financial officers who have operated consolidated loans funds during the ten years following the inception of the Leeds Scheme in 1927. In plan and in style, it is wholly admirable. Dr. Marshall is already well known in, and beyond, local government financial circles, and now, in association with the deputy borough treasurer of Smethwick, he has considerably added to the debt of gratitude owed him by some thousands of practitioners and students.

R. M.

Mathematics Minus Mystery

"Mathematics for the Million," by Lancelot Hogben, illustrated by J. F. Horrabin (revised edition), (Allen & Unwin, 12s. 6d.).

Long after Hitler's "Mein Kampf" has been forgotten, this book will be in daily use in some part of the world. For those who never learned "maths" or ceased to learn having once satisfied an examiner, this book will be a revelation, for the author, in a lucid and interesting manner, shows both the progress which the improvement of mathematical tools made possible and the reasons for using mathematical symbols. It is not a popular exposition which will enable the reader, after an hour or so, to burble about "maths" in a pseudo-intelligent manner. It is most accurately described as a self-educator, and, studied carefully with the aid of pencil and paper, it will give any intelligent person a sound working knowledge of the subject. But this is not all, for earnest study will bring a desire for further knowledge and its application. There are 678 pages, 199 illustrations, 4 appendices, 6 tables, and a twenty-page index for 12s. 6d.—pretty good value. It has become a best-seller because it has removed the mystery from mathematics and taught the language of science as a means of organising social experience for an age of plenty.

A. K.

A TRAMP LOOKS AT THE POOR LAW

Readers may recall the interesting letter on official courtesy from MR. JACOB BERLIN *in the September "Readers' Forum." Mr. Berlin described himself as a tramp, and we invited him to express his opinion, from the viewpoint of a tramp, of the present vagrancy system. Here is what he wrote, as he wrote it :*

BY Act of Parliament, boards of guardians have been abolished and the administration of the poor law entrusted to local authorities. The immediate effect has been to enlarge areas and even to cut standards of administration. Separate committees have been set up for vagrancy, and in some districts casual wards are entirely separate from other establishments. The provision made for the casual poor has been improved and the discipline is less rigorous. What still remains is that there are circumstances which may render a person destitute and homeless and may keep him so.

The poor law does not exist simply to find us in food, shelter, and clothing. It exists to bring home to us the force of certain facts. There are things which are called for on a man's part, as a man and a citizen, as a matter of course. If we did not exert ourselves, existence would not be possible. If we did not restrain ourselves, it would be insupportable. If we comply with these obligations no special credit is due to us, but if we fail to comply we are at fault. If a person enjoys what is known as an independent livelihood it is taken for granted that in these things he can exert his own sense and spirit. If we have had to commit ourselves into the hands of the public authorities it is presumed that we are not up to that. In the past, the poor law set out merely to make us feel the force of our condition. It has still to help us out of it.

Suppose I put it in this way. If I am able to write what the editor of the LOCAL GOVERNMENT SERVICE will think fit to print, it is probable that I have been writing and thinking all along. In order to write, I may need paper, ink, and stamps. In order to think, I may need privacy and ventilation. I may know what I need and I may believe that at some future time my exciting myself in this way may lead to something. But I have no means of proving anything and, as the law stands, I can demand nothing.

In point of fact, there are things which go hard with me. Many a day I have had my wrist pulled almost out of action through working on a cross-cut saw with a man whose grip has been like a vice, and then, when I could hardly control my wrist, the people I have written to have complained of my bad writing. Many an evening I have lain for hours with my thumbs dug into my ears simply in order to be able to think my own thoughts. Many a night I have slept on a landing so as not to have to breathe foul air.

I may sometimes ask to sleep in a cubicle and be told : "We fill the room first." I should sleep in a cubicle if I came very late, very drunk, or if I professed to be unwell. All that does not help me, nor does it help the official to know what to do about me. There are questions he is bound to ask me upon admission to the ward and there are questions he may very likely ask if he notices that I am not one of his "regulars." The community may have to account for a person, and it must take steps to know how to account for him. But, to some kinds of men, and to any man who has known trouble, questions may be unwelcome, and, in any case, the questions which are usually put to one give no clue to what is to be done.

I take it for granted that my business is to be responsible for myself, and in a casual ward I look for ways in which I can be. I can be responsible for the cleanliness of my person and for my conduct. I may be able to be responsible for the cleanliness and tidiness of the quarters and utensils allotted to me. It should be possible for me to be responsible for knowing what is necessary to keep me going, what work I can or cannot do, and how best I can use my leisure. Instead of specifying things, it would be much better if, in effect, the poor law said : "There is food and bed. Take what you need and let us see that you know how to respect that provision. If you wish to undertake some responsibility for the provision which is being made for you, or for yourself in any other way, let us know, and we will see what we can arrange. When we see how you shape we shall know whether to extend to you further opportunities of undertaking responsibility or further privileges."

At present, an institution official may take it for granted that, because he has standing, what he urges, advises, or wants to do for us is going to be regarded by us as for our good. He may know that, simply because he wields authority, we are not likely to think so. If we find that the routine of the wards runs smoothly and yet not too mechanically ; that the provision is as it should be and the manner in which discipline is maintained enlists our intelligent co-operation ; that the official is approachable, there is provision for making applications, and we may speak freely ; that the officer to whom we make our application knows, to use a tramp master's phrase, "the ways of life," then I think we might in time come to place some confidence in the man and allow him to advise or to arrange things for us. A good deal would then depend upon what support the responsible official was able to obtain from his local community.

The problems of agriculture will soon come up for determination, and under the poor law are men who work on farms. Some establishments have farms and gardens and the poor law has powers not only of putting men to work, but of apprenticeship and finding men the means of making a start. In these days of large public boards and corporations it may be questionable whether the way in which such powers are employed might not be brought up to date. In times of emergency poor law establishments may be converted for the public use. At all times, the experience and judgment of the responsible official ought to be available in public and in private matters alike.

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DOES THE SERVICE NEED THE GRADUATE?

The entry of the University man into the local government Service is in many ways a challenge to the Young Officer. "PUBLIC LIBRARIAN" advises him to meet it by acquiring general knowledge and cultivating an elastic mind.

IS is not time that N.A.L.G.O. gave deeper consideration to the movement now in progress to place more university graduates in the higher and better-paid posts in local government?

Most municipalities to-day recruit boys and girls of matriculation standard, and at sixteen or seventeen these young people, by correspondence and in other ways, pursue the educational courses particularly suited to their respective departments. Whilst getting the rudiments of their jobs practically, they are also getting paper qualifications to fit them for promotion. It usually means strenuous study for several years, and the competition for promotion, under the authority they are working for, or elsewhere, is keen.

The entry of the graduate is presenting the younger municipal officers with a new factor. University men and women want to enter the Service, but not at the bottom, nor in routine tasks which their age and education would forbid. They seek positions commensurate with their education—the positions for which pupils and apprentices have been qualifying themselves. Whilst the graduate's education has been superior, on general lines, to that of the youth usually employed in the municipal service, he has still to learn his job, and he may, for a year or two, be more or less dependent upon the very people he has supplanted. This, cannot but be galling to the latter, and may act as a deterrent to the effort which merits promotion.

Recruitment of the higher posts from graduates only will speedily create a higher and a lower section of officials in every department. Such a state of affairs is likely to have far-reaching effects, and the lower routine duties may suffer. On the other hand, administration may gain by having the chief posts filled by those with a better or wider educational foundation. This is a point which experience will decide.

Hitherto, the municipal service has been open to ability recruited in the open market; there has been no narrowly prescribed educational course in its initial selection. There have been instances of men who found difficulty in entering the civil service giving brilliant service to the municipality. The man or woman of originality, who would be unhappy and badly placed in the government service, where the opportunity for originality is small, can often find an outlet for his ideas in local government.

Without discounting the claims of the graduate for an extended field in the local government service, I think it would be a mistake to restrict the opportunity of those who have not been to the university. Ability is manifested in all walks of life, and in a democratic age it is necessary to recruit from every source.

In the changing conditions now apparent, it is necessary for all young people in the local government Service to realise that, in addition to acquiring practical experience and the paper qualifications relating to their job, they should extend their general knowledge by good reading, and the cultivation of that elastic mind that will enable them to carry their duties to increasing effectiveness.

WHAT DID YOU DO IN THE NAZI WAR?

War has brought many strange jobs to local government officers and has given them many unusual experiences, grave and gay. So that these may not be lost, we offer a first prize of £1 1s., and a second prize of 10s. 6d., for the best stories received by October 16th, together with consolation prizes for every other accepted for publication.

Let us know what YOU did in the war; help us to present a complete picture of the greatest achievement in the history of local government in this country; send us examples of the human tragedy and comedy of A.R.P., evacuation, billeting, and all the other thousand and one novel tasks in which you have been engaged.

Good photographs of the work performed by officers are also needed and, if accepted, will be paid for at the usual rates. Articles on the problems created by the war will also be considered.

The outbreak of war, and the pressure of defence work which preceded it, have evidently made it impossible for readers to enter for the August competition, and in view of the small number of entries it is abandoned.

INJUSTICE OF RELATIONSHIP BAR

The bar imposed by many authorities on relatives of councillors or officers seeking posts causes much injustice and should be more reasonably interpreted, says NEPOS.

APPLICANTS for vacancies are often asked to disclose their relationship, if any, to members of the council or chief officers.

There is much to be said for this practice if it means that relatives of applicants will not be allowed to take part in deciding appointments. If, however, it is used to exclude candidates related to councillors or officers, it is unwarranted.

I have in mind one corporation which does not allow persons related to councillors or officials to compete for positions there. A youth obtained a post, and some time later his father became a councillor. After a time the youth left to serve under another authority. He was now debarred from applying for an appointment in his home town unless his father resigned. This, no doubt, would have happened; but the officer married the daughter of a Poor Law official in his native town, and when boards of guardians were abolished and his father-in-law became a council officer, he found himself again barred.

Another young man married a councillor's daughter. He secured a post under a neighbouring authority. Although his father-in-law has now relinquished council work, he cannot yet apply for a job in his native town because his mother's sister has since married an officer there.

Perhaps the most unjust example of all is that of a boy, who in open competition, secured a job, started work, and, a few weeks later, discovered that a distant relative was an officer there—a discovery which led to the termination of the boy's employment.

The embargo means that many men who would otherwise offer themselves for council work are deterred from doing so lest they spoil their children's or relatives' chances of obtaining corporation posts. It also means that younger members of a family are debarred from municipal employment if their brothers or sisters, or even distant relations, are already in the corporation service.

ABOLISH THE TESTIMONIAL FARCE

Testimonials, says A. C. FAIRHURST, are often puerile, farcical, and a needless waste of time. In urging their abolition, he offers a practical alternative.

A MATTER calling for reform is the practice of demanding testimonials from candidates for new positions. What is the value of it?

Often, testimonials receive no attention from committees and the time and trouble taken both by applicants and referees is wasted.

At a recent interview, five officers had references from their chiefs and chairmen, but the sixth candidate produced one from a cabinet minister unconnected with the local government of the area. It is the boast of local government officers that they remain aloof from politics, but surely seeking the support of a "big name" in politics is equal to political string-pulling!

How many testimonials given by chairmen are written by heads of departments? The average testimonial signed by a chairman is a puerile affair, and often it is given without the referee having any intimate knowledge of the candidate.

In effect, every authority dupes every other, and since all candidates submit good testimonials, the business is farcical.

Let us stop this self deception, and adopt a simple form of certification. For chief officials I suggest a certificate signed by the mayor or chairman of the council, for other officers, certificates signed by their chiefs. The certificates would simply state the offices held by the individualy concerned and the length of time they had held them. They would abolish the scandal of giving good testimonials to inefficient officers in the hope of getting rid of them.

FROM MY BOOKSHELF

By Jonas Praps

Swings and Roundabouts

"LIFE'S A CIRCUS" by LADY ELEANOR SMITH (Longmans, 12s. 6d.) is an apt if unusual title for a book of reminiscences. But the reminiscences are unusual, too, as, perhaps, one might expect of a daughter of "F. E." Speaking appreciatively of C. B. Cochran she says: "He can talk so entertainingly about everything that I love—Spanish gipsies, flamenco music, Duse, 'Porgy,' the Circus, the Rodeo, boxing, the fair-ground, the ballet, and a hundred other vital forms of entertainment." This sums up her ambitions in life. With a strain of gipsy blood in her veins she seeks and meets gipsy tribes in many parts of the world. The first part of the book tells of her early days at home and at school, of the character and private life of her illustrious father, and of her own literary work, but in the latter half her true interest in life is portrayed—circus life, gipsy acquaintanceship, and the other vital forms of entertainment she so admired in Cochran's speech. The author is evidently a woman of strong personality, knowing what she wants and getting it, though the achievement meant some very unusual roamings in equally unusual places. Her passion for the circus led to her taking the place of a sick rider successfully at a moment's notice and to friendships with many famous circus men. A thoroughly entertaining book.

Ethel Mannin Again

Here is another lady with advanced views on life and not afraid of expressing them in print. "**Privileged Spectator**" (Jarrolds, 10s. 6d.) tells how Miss Mannin has lived and worked, of the outstanding personalities she has met, the things that have interested her, and her thoughts on life in general. The greater part of the book is descriptive of places at home and abroad which she has visited for copy for her books; and continues a previous book from the year 1929. She has the gift of easy writing and her book is full of interest to readers of both sexes. The ultra-feminine seldom emerges.

Cave Secrets

You may open "**Ten Years Under the Earth**" (Dent, 12s. 6d.) at any page and always find something interesting and generally exciting in NORBERT CASTERET'S record of cave explorations. The scene of his delving into the hidden mysteries of the rocks is his native Pyrenees. It is a thrilling record of the discovery of huge caverns and grottos, giant glaciers, prehistoric drawings, and flora and fauna, in the search for which swimming in icy cold water, descending hundreds of feet on a rope ladder, and risking his life on many occasions, seems to be the natural thing for the author to do. His wife is almost as enthusiastic as her husband, and accompanies him on most of his expeditions. It is impossible in a few words to picture the thrill the book produces, aided by some wonderful illustrations. The scientific data is not too pronounced.

Mysteries

If "**Mr. Cromwell is Dead,**" by LESLIE FORD (Collins, 7s. 6d.), is a true picture of "Reno," may we be saved from such a divorce hell. Of course, divorce is never mentioned, a would-be divorcee is there "for the cure"—a sort of matrimonial hydropathy. The story is well told and the murder secret kept very safely—the chief suspect and actual murderer seems quite out of court owing to lack of incentive. The place is mad, and the visitors do not act very sanely, though the worst one lady could say concerning the idiocy of a male friend was that he had re-read "Anthony Adverse."

You will have difficulty in detecting the murderer in "**The Vernon Mystery**" by H. C. BAILEY (Gollancz, 7s. 6d.) and will probably have to wait until the author lets you into the secret. The book has a curious fascination, apart from the murder mystery. Some of the characters strike one as being mere puppets, and at first they appear to have little or no connection with the problem. The conversational part is often annoying, and it is to be hoped that girl graduates, even on a hiking holiday, do not use the language attributed to two of the characters. Mr. Chunk, the master-mind in detection, is an exasperating type of Sherlock Holmes, but nevertheless I had to finish the story which is, after all, the test of a successful mystery.

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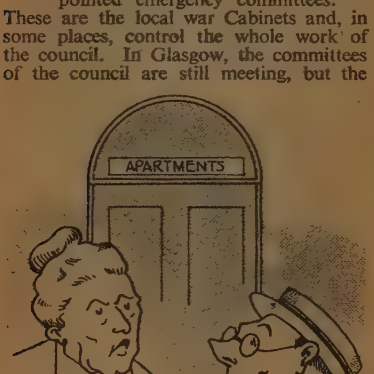
SCOTTISH NOTES

WHEN Hitler's troops invaded Poland, local authorities in Scotland appointed emergency committees. These are the local war Cabinets and, in some places, control the whole work of the council. In Glasgow, the committees of the council are still meeting, but the



"Have you any low terms for Councillors?"

"I have, but you wouldn't like to hear them!"

emergency committee keeps watch day and night in the City Chambers. The Lord Provost, with one or two of his colleagues, together with several chief officers, have had beds set up in the Chambers so that they may sleep on the premises. In Edinburgh, the emergency committee meets every day and all day. As in Glasgow, some of the councillors and officers, including the branch president, spend the night on the premises.

All the prominent branch officials are busy with war work. Mr. Archibald, chairman of the district committee, is a gas detection and identification officer and goes about with a steel helmet, and Mr. Brodie, the Glasgow secretary, is up to his eyes in fuel control.

The country districts are chiefly concerned at the moment with evacuees from the cities. Education officers, inspectors of poor, and school teachers have certainly rendered yeoman service in this great undertaking.

Branch Emergency Plans.

Glasgow branch executive is meeting shortly to discuss the appointment of an emergency committee to carry on its work, and other branches are being urged to do so. There would appear to be little difficulty in making suitable arrangements in the cities and large towns, but transport difficulties may intensify the problem in the counties. All this is now being enquired into. Whatever the difficulties, we must overcome them. It is the duty of those who remain at home to keep N.A.L.G.O.'s flag flying, and so to safeguard their own interests, as well as the interests of those who have joined the forces.

Hope of Whitley Council Meeting.

We feel that the Whitley Council can serve a useful purpose in war-time and the divisional secretary has been doing his utmost to arrange an early meeting. It is not easy, since many of the most prominent members of the council are engaged in war work in their own towns. There have been telephone calls from town clerks and others, seeking guidance, particularly with regard to payment of civil pay to those who have joined the Forces, and it is felt that the Whitley Council is the proper body to give that guidance. The Ministry of Labour and the chairman and the secretary of the Council have all been approached, and it is hoped that an early meeting will result.

Assistant for a Day.

Mr. Mortimer has already lost his new assistant, Mr. H. G. Rae. He started his duties on September 1, joined the R.A.F. on September 2 and went to join his unit somewhere in England on September 3.

Week-end School Cancelled.

It was with great regret that we had to cancel our arrangements for the annual sports day and for the week-end school at Dunoon. A number of other meetings have also had to be cancelled.

Circulars To Branches

August 26

81/1939 (to branch secretaries)—detailing the Association's war plans, reminding branches to notify Headquarters at once of the appointment of deputies to branch officers likely to be called up, and pointing out that the Building Society is adhering to the rule requiring one-month's notice of withdrawals from share and deposit accounts.

September 9

(To branch secretaries)—summarising the provisions of the Local Government Staffs (War Service) Act, 1939, describing the action taken by N.A.L.G.O. in the Commons debate upon it, and asking branches to supply Headquarters with details of the action taken by their authorities on payment and reinstatement of members called up for war or civil defence service.

(To branch secretaries)—a copy of the President's message to every member (printed on Page 293).

OBITUARY.

We regret to record the deaths of three prominent South Wales members:

Mr. David Parry, for many years treasurer of the Mountain Ash branch, and a representative on the district committee.

Mr. T. J. Evans, J.P., a past chairman of the Merthyr Tydfil branch and a member of the joint staffing committee.

Mr. H. W. B. Cotterill, engineer and manager of the Cardiff City waterworks undertaking and president of the Cardiff city branch.

ASSOCIATION WORK GOES ON

WHILE the outbreak of war, and the period of crisis which preceded it, temporarily interfered with the normal activities of Headquarters staff, divisional officers, and branch officials, N.A.L.G.O.'s fight for better salaries and conditions for its members goes on. It will be continued with still greater energy in the weeks to come. Progress made since the September journal went to press includes:

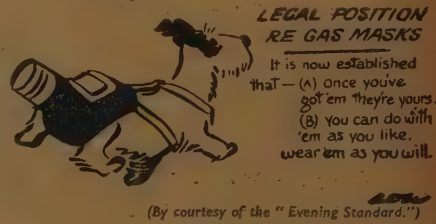
Wigan.—An application on behalf of an officer in the public assistance department, to be promoted to Grade B Supplementary of the Corporation's grading scheme, was successful.

Leigh.—An application on behalf of an officer of the Leigh and Atherton Sewage Board for the Lancashire and Cheshire Whitley Council scale of salaries was successful.

Cumberland.—An application on behalf of the matron of the isolation hospital, Millom, Cumberland, for compensation owing to compulsory retirement under the provisions of the Local Government Act, 1929, succeeded, an allowance of 38/60ths being made.

Hemsworth U.D.C. has adopted the West Riding joint council's scales of salaries.

Leeds city council has decided to grant four weeks' annual holiday to all staff nurses and probationers in the hospitals controlled by the public health department. The new regulations will have effect from January 1 next.


LEGAL POSITION
RE GAS MASKS
It is now established that—(A) Once you've got 'em they're yours. (B) You can do with 'em as you like. wear 'em as you will.

(By courtesy of the "Evening Standard.")

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

April	53	July	56
May	53	August	55
June	53	September	55

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	July	Aug.	Sept.
Food	39	37	38
Rent	62	62	62
Clothing	110	110	105-10
Fuel and light ..	80	80	80-85
Other items ..	80	80	80

BEXHILL WEEK-END SCHOOL POSTPONED

The week-end school which was to have been held at Bexhill-on-Sea this month has been postponed. It is hoped to arrange a new date and hold the school as planned.

MINISTRY SUPERANNUATION DECISIONS

THE Minister of Health has given the following decisions on appeals submitted to him under the Local Government Superannuation (Administration) Regulations, 1938 :

Superintendent Registrar : Previous service under the Poor Law Officers' Superannuation Act, 1896.

A local authority issued a notification which indicated that a superintendent registrar who was as such a transferred poor law employee would be entitled to reckon as contributing service for the purposes of the Act of 1937 only the period of his employment in that office, and that the service rendered was part-time service. The registrar appealed to the Minister on the ground that he should be entitled to reckon certain previous and also concurrent service under boards of guardians which had been taken into account in an award of compensation made to him for loss of office under the Local Government Act, 1929, and in respect of some part of which he had received a return of contributions under the Poor Law Officers' Superannuation Act, 1896. The decision of the Minister was :

According to the facts submitted you have held the following appointments :

1. Jan. 28, 1903 to Sept. 29, 1903—Assistant clerk to the Malling union.

2. Jan. 18, 1907 to Mar. 27, 1919—Assistant clerk to the Hawarden board of guardians.

3. June 30, 1911 to Mar. 27, 1919—Cemetery Registrar to the Hawarden rural district council.

4. Feb. 6, 1914 to Mar. 27, 1919—Assistant clerk to the Hawarden rural district council.

5. Mar. 28, 1919 to Aug. 19, 1930—Clerk to the Hawarden board of guardians and a transferred officer under the Local Government Act, 1929, in the employment of the Flint county council.

6. Mar. 28, 1919 to date—Superintendent registrar of births, deaths and marriages.

7. Mar. 28, 1919 to date—Clerk to the Hawarden rural district council.

The notice of the county council indicates that in your office of superintendent registrar you are a contributory employee for the purposes of the Act of 1937 as an officer in the transferred poor law employee class, and that in relation to this employment you are entitled to reckon the service as superintendent registrar referred to at 6 above as contributing service. The decision of the county council on this point correctly proceeds in accordance with the provisions of paragraphs 2(a) and 3(a) of Part I of the second schedule to the Act of 1937, and the further decision of the county council that your employment as superintendent registrar has throughout been part-time is also correct, though you may at all times have been a whole-time officer as defined in section 40(1) of the Act of 1937. You are not, however, prejudiced in relation to your employment as superintendent registrar by the decision of the county council on this latter point, as section 12(5) of the Act of 1937 will not, in any circumstances, by virtue of paragrapnh 3(b) of Part I of the second schedule, become applicable to you in relation to this office.

The facts submitted show that in respect of the offices mentioned in 1, 2, and 5 above you were subject to and made contributions under the Poor Law Officers' Superannuation Act, 1896, but that on Aug. 19, 1930, you lost the office mentioned at 5 and were duly compensated under the Local Government Act, 1929, for the loss of that office, receiving at the same time a return of the contributions you had made in that office and in the office mentioned at 2 but not those made in the office mentioned at 1.

The Minister has given careful consideration to the circumstances of your case and has reached the following conclusions :

Section 12(2) of the Act of 1937 provides that all service which is not reckonable as contributing service shall be reckoned as non-contributing service, and there is nothing in paragraph 11 of the eighth schedule to the Local Government Act, 1929, as saved by section 37 of the Act of 1937 or in the definition of service in section 40(1) of the Act of 1937 to preclude the reckoning as non-contributing service all the service you rendered to local authorities prior to Mar. 28, 1919, which is not reckonable as contributing service.

The service referred to at 1 above is reckonable as contributing service by virture of paragraph 3(a) of part I of the second schedule to the Act of 1937, regard being had to the fact that contributions were made in respect of it under the Act of 1896, and were not returned, but the service referred to at 2 and 5 ceased to be service for the purposes of the Act of 1896 in 1930 when the contributions made in respect of it were returned to you and it is accordingly not reckonable as contributing service.

The Minister accordingly allows your appeal and hereby determines that, in addition to the service which the county council have decided that you are entitled to reckon, you are entitled to reckon in relation to your office of superintendent registrar the following service, viz : that rendered from Jan. 28

"Why does he always wear his gas-mask ?"

"It's Mother's idea, to stop him biting his nails."

1903 to Sept. 29, 1903, as contributing service and that rendered from Jan. 18, 1907 to Mar. 27, 1919, as non-contributing service.

Land Valuation Department, Inland Revenue.

A person who left the service of the land valuation department, Inland Revenue, to join H.M. Forces, is not entitled to reckon service with those Forces. The department is not a " local authority " and therefore section 12(3) of the Act of 1937 would not apply.

Police Constable engaged in Taxation Department.

In a notification issued by a local authority no account was taken of a period of service during which, whilst a police constable, a contributory employee was engaged in the local taxation department of the local authority. The employee appealed to the Minister whose decision was :

According to the facts submitted you were employed in the local taxation department of the Northampton county borough council and on Feb. 10, 1913, joined the borough police force as a constable. You resigned from the police force on Oct. 31, 1920, and, during the period you were in the force your duties were solely concerned with, and the keeping of the necessary records in relation to, the following :

Local taxation licences ; motor driving licences ; motor vehicle registration ; hackney carriage and drivers' licences ; petroleum storage licences ; explosives licences and registrations ; game dealers' licences ; pawnbrokers' certificates ; stage play licences ; cinematograph licences ; and poisons and pharmacy licences.

You were subject to the conditions of the police force as to pay, allowances and superannuation, but at no time did you perform the ordinary duties of a police constable. The Minister is advised that the duties performed by you were functions of the local authority, and on careful consideration of the representations submitted has reached the following conclusions :

A constable is not, but a person performing the aforementioned duties in the circumstances specified is, a person in the employment of a local authority. In so far, therefore, as a constable performs such duties he renders service to a local authority within the meaning of the definition of " service " in section 40(1) of the Act of 1937 and account must be taken of this service under section 12(2) of that Act if he ceases to be a constable and becomes a contributory employee of a local authority.

The Minister accordingly allows your appeal and hereby determines that the service rendered by you in the local taxation department of the council, during which you were a constable in the borough police force is reckonable as non-contributing service for the purposes of the Act of 1937.

Registration Officer subject to 1896 Act

A local authority, having considered the case of a registrar of births, deaths, and marriages first appointed as such since April 1, 1930, who was also employed as Relieving Officer and as such had remained subject to the Act of 1896, issued a notification which indicated that in respect of his employment as Registration Officer he would as from April 1, 1939, be required to contribute to the appropriate superannuation fund at the rate of 6 per cent. He appealed to the Minister, whose decision was as follows :

According to the facts submitted, you were subject to, and paid contributions under, the Poor Law Officers' Superannuation Act, 1896, in respect of employment as a Relieving Officer from the 3rd August, 1925, and on the 1st April, 1930, when you were transferred to the service of the County Council by virtue of the Local Government Act, 1939, you elected to remain subject to the provisions of the Act of 1896 and have continued to pay contributions under that Act. On 8th April, 1932, while retaining your employment as Relieving Officer you were appointed Registration Officer and paid contributions under the Act of 1896 in respect of that appointment until the 31st March, 1939.

You assert that in respect of your employment as Registration Officer you are liable to contribute under the Local Government Superannuation Acts, 1937, and 1939, at the rate of 3 per cent. and not at the rate of 6 per cent. as indicated in the County Council's statement. The Council contend that by virtue of section 40 (1) of the Act of 1937 your employment as Registration Officer must be treated as a separate appointment and that as such you are not a transferred poor law employee to whom the provisions of Part I of the Second Schedule to the Act apply.

The Minister has carefully considered the representations submitted and has reached the conclusion that the Council's contention cannot be supported. He is advised that a transferred officer who was appointed as a registration officer after the 1st April, 1930, and who, by virtue of the Act of 1929, had remained subject to the Act of 1896 became in respect of his appointment as registration officer subject to the provisions of that Act consequent upon the provisions of paragraph 1 of the Tenth Schedule to the Act of 1929 which substituted county council for board of guardians in the definition of ' officer ' contained in section 19 of the Act of 1896.

Having regard to this conclusion paragraph 2 (a) of Part I of the Second Schedule to the Act of 1937 applies in your case and consequently the rate of contribution payable by you in respect of your office as Registration Officer is governed by paragraph 3 (c) (ii) thereof. The Minister accordingly determines that the percentage of your remuneration as Registration Officer, which is payable by way of contribution to the appropriate superannuation fund, is 3 per cent.

Service under Teachers (Superannuation) Acts

A local authority issued a notification which indicated that previous service in respect of which contributions had been paid under the Teachers (Superannuation) Acts, 1918-37, would be reckonable as non-contributing service for the purposes of the Act of 1937. The officer appealed to the Minister on the ground that as contributions had not been refunded the service was reckonable as contributing

(Continued on Page 316)

service. The decision of the Minister was as follows:

The City Council submit that, although you did not withdraw the contributions paid by you under the Teachers (Superannuation) Acts, you had the right to a refund of such contributions and that proviso (a) to section 17 (1) of the Act of 1937 should apply in your case.

The Minister has given careful consideration to the representations submitted and having regard to the provisions of section 17 of the Act he has reached the conclusion that the Council's contention cannot be supported. He accordingly hereby determines that, so long as no repayment is made to you of the amount representing the balance of your contributions under the Teachers (Superannuation) Acts, 1918 to 1937, in respect of your employment in recognised or contributory service under those Acts continuously from the 1st September, 1926, to the 31st August, 1936, you will be entitled to reckon the period of that employment as a period of contributing service for the purposes of the Act of 1937 in relation to your employment as a Housing Assistant under the Lancaster City Council.

It will, of course, be appreciated that, if you should in due course become entitled to a superannuation allowance under the Act of 1937, section 17 (1) of that Act will operate to effect a reduction of the allowance proportionate to any annual sum to which you may also become entitled under the Teachers (Superannuation) Acts, 1918 to 1937.

Port of London Authority.

The Port of London Authority is not a "local authority" within the meaning of section 40(1) of the Act of 1937.

Uniform Allowance.

An allowance for the provision of uniform which an employee is required to wear in the performance of her duties is an allowance paid to cover expenses incurred for the purposes of the employment and as such is expressly excluded from the definition of "remuneration" in section 40(1) of the Act of 1937.

Articled Pupil.

Service rendered as an articled pupil to an officer of a local authority is not service rendered to a local authority within the meaning of the definition of "local authority" and "service" in the Act of 1937.

Apprenticeship to a Local Authority.

Employment under an indenture of apprenticeship whereby the pupil is required to serve a local authority as its apprentice in the office of the borough surveyor and under which the authority is required to pay wages is service rendered to a local authority.

Temporary Whole-time Officer.

A local authority issued a notification which indicated that a whole-time officer appointed in a temporary capacity whose aggregate service including service with another local authority would, on the appointed day, exceed two years, would not become a contributory employee. The employee appealed to the Minister, whose decision was:

On the facts submitted it appears that you were appointed by the council as temporary architectural assistant and clerk of works on Oct. 26, 1937, and you are still in that employment. The advertisement of the post indicated that the appointment would be for a period of about twelve or fifteen months. You contend that as you have rendered previous service to another local authority from March, 1936 to Oct. 25, 1937, you had, on April 1, 1939, completed more than two years service with local authorities, and, therefore, you were entitled to become a contributory employee on that date.

The Minister has carefully considered the representations submitted. He is advised that in your present employment you were appointed for a period of not more than two years within the meaning of sub-section 1 of section 30 of the Act of 1937 and that as you had not on April 1, 1939, been in the employment of the Taunton rural district council for a period of two years the proviso to that sub-section does not operate to preclude the application to you of the substantive provisions of the sub-section. He accordingly hereby determines that the decision of the council is correct and dismisses your appeal.

Probationer Nurse.

A probationer nurse is an "officer" within the meaning of the Act of 1937.

Contribution payable by Local Act Contributor becoming Contributory Employee.

A local Act contributor who becomes a contributory employee under the Act of 1937 on transfer to another local authority must, in view of the provisions of Section 6 of the Act of 1937, contribute at the rate of 6 per cent. for the purposes of that Act.

PERSONAL

R. L. C. Wood, Barking, has passed the final of the bachelor of laws degree of the London University. **J. H. Morris, Newport, Mon.,** has passed the final LL.B. of the London University.

University of Bristol has conferred the honorary degree of Master of Arts upon **James Ross,** city librarian, Bristol, and chairman of the South Western Regional Library System . . .

R. S. Bishop, who has been appointed city coroner, **Bradford,** has resigned his job as town clerk, Pudsey, and **W. R. Cruse,** the present deputy has been promoted to the vacancy . . .

A. F. Stenson is to retire after 45 years' service in educational administration, 36 of which were at **Coventry.** He was on the first Coventry branch executive . . .

George W. Tongue, formation member of **Leyton** branch and president for two years, 1935-7, is to retire from his office as borough treasurer at the end of the year . . .

We regret to report the death of **T. J. Evans,** J.P., school attendance officer, at **Merthyr Tydfil.** He was a member of the joint staffing committee, and a former chairman of the branch.

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